The Women's Initiative

A Consultation With the Women of Manitoba

DEPARTMENTAL INVENTORY OF PROGRAMS AND SERVICES

March 1989

The Women's Initiative

DEPARTMENTAL INVENTORY

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DEPARTMENTAL INVENTORY

Introduction

On Persons' Day, October 18, 1988, the Honourable Charlotte Oleson, Minister responsible for the Status of Women announced the Women's Initiative, a province wide government consultation on women's programs and services.

In conjunction with the community consultations, an internal assessment of government programs and services was implemented. As a result of an early inventory conducted by the Women's Directorate, it was identified that thirteen departments were involved in the delivery of 39 programs or initiatives impacting on women (see page 5). These programs range from services to battered women and their children to economic security and development. Based upon the information within the inventory, the relevant departments were contacted and invited to join an Inter-departmental Committee on Women's Issues (I.C.W.I.).

The purpose of the committee includes i) a forum of direct feedback to the departments on issues and concerns raised in the consultation process and ii) a mechanism for compiling an inventory of government programs directed to or primarily servicing women. The inventory is to assist in the identification of gaps and overlaps and potential new initiatives targeted to women.

Process

As a result of the Women's Directorate's call for participation, 13 departments have designated representatives who attend the interdepartmental meetings. At the first meeting, held on October 28, 1988, the purpose and procedures for the Women's Initiative community consultations were outlined. A regular meeting schedule was set up for the purpose of providing direct feedback to departments on issues and concerns raised in the consultation process. Summary sheets prepared by the Consulting Committee after each community meeting were distributed to all participating departments on the I.C.W.I.

The participating departments undertook an inventory of their programs impacting upon women. They were asked to prepare a brief statistical inventory of: 1) programs specifically targeted to women, 2) general programs in which 50% or more of the participants are women, and 3) issues, concerns and potential new initiatives for programs concerning women.

These inventories are contained in the following document and represent the Departments' first round of data collection. As such, they are not all-inclusive but do provide a set of working data to be refined and elaborated.

Preliminary Findings

The coollection of data was organized according to three criteria:

1. Programs specifically targeted to women.
2. General programs in which 50% or more of the participants are women.
3. Issues, concerns and potential new initiatives for programs concerning women (including inventories of programs in which women are significantly underrepresented).

For the purposes of this inventory, response was focused upon the first two criteria

A number of Departments are notable for programs specifically targeted to women:

- The Department of Education, P.A.C.E. Division reports 13 targeted programs
- The Department of Community Services reports 2 major program areas, wife abuse and women's resource centres targeted to women.
- Department of Labour reports Pay Equity and apprenticeship training for women as two major targeted programs.
- Both Housing and Employment Services and Economic Security provide targeted support through their involvement in Wife Abuse programming. Housing provides residential facilities and Employment Services and Economic Security provides per diems as well as a wife abuse training program through New Careers.

The majority of departments reporting have data which fall into the second category, i.e., general programs in which 50% or more of the participants are women. This pattern indicates:

- Generic programming appears to be the usual or typical pattern of program design within government.
- This design can, under certain circumstances, be highly responsive to the needs of women.
- The high level of women's participation in programs provided by Housing and Employment Services and Economic Security provide evidence that generic programs can be very responsive to women's needs.
- The ability of departments to provide programming responsive to women's needs is determined by their knowledge and sensitivity to their actual or potential client group of women.
- A preliminary review of the data indicates that a first step in acquiring this knowledge and sensitivity is to have reporting mechanisms in place which can determine whether or not program consumers are women.
- A number of departments had difficulty compiling an inventory because they did not have a gender specific reporting mechanism in place.
- Therefore, the ability to address areas of under utilization and the ability to coordinate and maximize the benefit of programs for women is dependent upon the development of gender specific reporting mechanisms.
- Further work in the Interdepartmental Committee will address this issue.

PROGRAM/INITIATIVES FOR WOMEN

PROGRAMS/INITIATIVES	GRANTS	ANTICIPATED FUNDING REQUESTS
AGRICULTURE		
Home Economics	Women's Institute	
Farm Women's Conference	Delegates to National Farm Women's Conferences	
$10,000 previous 2 years		
$10,000 this year		
ATTORNEY GENERAL		
Family Division, Court of Queen's Bench	CLEA	Ikwewak Justice Society
Family Law Branch	Elizabeth Fry Association	Ma Mawi-Wi-Chi-Itata Centre Inc
Human Rights Commission		LEAF
Legal Aid Manitoba		CLEA
Maintenance Enforcement Program		Elizabeth Fry Association
Paralegal Project		
Victim Impact Statement Project		
Victim/Witness Assistance Program		
Victims Assistance Committee	Age & Opportunity Older Victim Services	
	Thompson Crisis Centre	
	Family Survivor of Homicide	
	Victim Services, Wpg. Police Dept.	
	Mediation Services	
	CLEA	
	Northeast Wpg. Family & Child Extended Social Services	
	Manitoba Society of Seniors	
	Main Street Project, Inc.	
	Women's Post Treatment Project	

PROGRAM/INITIATIVES FOR WOMEN

PROGRAMS/INITIATIVES	GRANTS	ANTICIPATED FUNDING REQUESTS
CIVIL SERVICE COMMISSION		
Affirmative Action		
Sexual Harassment Program Management Trainee Program	Employment Counselling and Support Services	
COMMUNITY SERVICES		
Family Dispute Services		
Family Violence	5 shelters	1 shelter Federal Family Violence Initiative
Wife Abuse	6 satellite/first stage housing facilities	2 satellite/first stage housing facilities Federal Family Violence Initiative
	7 committees	1 committee
	2nd stage/transition housing facilities	1 transition facility
	4 urban programs Women's Advocacy Program	3 urban programs
Family Conciliation Access Assistance Program		
Women's Resource Centres	2 centres	3 centres
Day Care	637 funded day dare facilities (as of Jan./89) 337 family day care homes (1707 spaces) 300 day care centres (9661 spaces)	138 groups requesting funding (3272 spaces) (as of Jan./89)

PROGRAM/INITIATIVES FOR WOMEN

PROGRAMS/INITIATIVES	GRANTS	ANTICIPATED FUNDING REQUESTS
Community Services continued		
Expectant and Single Parent Services	Lindenview Villa Rosa Young Parents Community Centre	Post natal & Day Programs: Lindenview Villa Rosa Program Enhancement for Young Parents Community Centre
	8 Child & Family Services Agencies	Program Enhancement for Child and Family Agencies
	5 Native Child & Family Services Agencies	
	5 Regional Offices of Health & Community Services	

CONSUMER AND CORPORATE AFFAIRS

NIL

CO-OPERATIVE DEVELOPMENT

NIL

PROGRAM/INITIATIVES FOR WOMEN

PROGRAMS/INITIATIVES	GRANTS	ANTICIPATED FUNDING REQUESTS
CULTURE, HERITAGE AND RECREATION		
Community Places Program	Harding Women's Institute National Council of Jewish Women of Canada	
Skills Transfer Program Public Events Sponsorship Program	Gambler Women's Group Dominion City Moms Club Gladstone Kinettes	
Special Initiatives	Canadian Research Institute for the Advancement of Women Congress of Black Women of Canada Women and the Arts Inc.	Women & the Arts, Inc.
Rural and Affirmative Action	Treble Teens	
I.W.C. Ukrainian Women's Collective N.A.W.L. Women's Inter-Church Council		

PROGRAM/INITIATIVES FOR WOMEN

PROGRAMS/INITIATIVES	GRANTS	ANTICIPATED FUNDING REQUESTS

EDUCATION

Career Opportunities through Manitoba Education Opportunities (CAMEO) (internal)
Co-ordinator of Women's Programs (KCC & RRCC)
Specialized Courses (eg. Women in Pre-Trade Pre-technology)
Resource Materials on Women's issues (for teachers)
Special Opportunity Social Assistance Recipient (SOSAR) Awards (approx. 95% women)
English as a Second language Programs (70 - 80% women)
Northern Training Agency (Women in Trades)

EMPLOYMENT SERVICES AND ECONOMIC SECURITY*

Job Training for Tomorrow
Human Resources Opportunity Centres
Human Resources Opportunity Program
Single Parent Job Access Program
New Careers
Social Allowances Program
Child Related Income Support Program

* The mandate of the program may not be specifically targeted at women. However, 50% or more of the participants are women.

PROGRAM/INITIATIVES FOR WOMEN

PROGRAMS/INITIATIVES	GRANTS	ANTICIPATED FUNDING REQUESTS
ENERGY AND MINES		
NIL		
ENVIRONMENT & WORKPLACE SAFETY & HEALTH		
NIL		
FINANCE		
NIL		
GOVERNMENT SERVICES		
Affirmative Action Program (internal)		
HEALTH		
Maternal & Child Health	Klinic	
Pre & Post Natal Child Health	Women's Health Clinic	
Community Health Services Division	Alcoholism Foundation of Manitoba	
Cervical Cancer Screening Program	Residential and Non-residential	
Reproductive Health Promotion Program	Treatment Modules	
Facts of Life Line	Support Group Post-treatment	
Prenatal Education Program		
Community-based Management of Pregnancy Induced Hypertension Program		
Postpartum Follow-up Program		

PROGRAM/INITIATIVES FOR WOMEN

PROGRAMS/INITIATIVES	GRANTS	ANTICIPATED FUNDING REQUESTS
HIGHWAYS & TRANSPORTATION		
NIL		
HOUSING		
S.A.F.E.R.* (elderly renters) S.A.F.F.R.* (low income families) Social Housing *	Facilities are provided to wife abuse programs: W.I.S.H. (Winnipeg) Osborne House (Wpg.) Thompson Shelter & Second Stage Aurora House (The Pas) Selkirk Steinbach Morden/Winkler Portage la Prairie	Osborne House IKWE (Native Women's Shelter) Dauphin
INDUSTRY TRADE & TOURISM		
Entrepreneurial Initiatives for Women	Women Business Owners Manitoba	WEDCO Initiative (W.B.O.M.)
LABOUR		
Pay Equity Women's Trades Counsellor		
MUNICIPAL AFFAIRS		
NIL		

* The mandate of the program may not be specifically targeted at women. However, 50% or more of the participants are women.

PROGRAM/INITIATIVES FOR WOMEN

PROGRAMS/INITIATIVES	GRANTS	ANTICIPATED FUNDING REQUESTS
NATURAL RESOURCES		
NIL		
NORTHERN AFFAIRS		
Native Secretariat Women's Resource Position	Native Women's Transition Centre	
URBAN AFFAIRS		
Some involvement with CORE Area and it has some grants to women's organizations.		
WOMEN'S DIRECTORATE		
International Women's Day Reception Person's Day Dinner Women's Initiative Consultations		

INVENTORY OF PROGRAMS FOR

WOMEN'S CONSULTATIVE INITIATIVE

MANITOBA AGRICULTURE

MANITOBA AGRICULTURE - PROGRAMS SPECIFICALLY TARGETED TO WOMEN

PROGRAM	OBJECTIVE	ELIGIBILITY	UTILIZATION	ASSISTANCE
Manitoba Farm Women's Conference	To provide technical information on farm management, family living or personal development and opportunity to network and to develop leadership skills	Farm women, 100 from each region across province	500 women 100 plus on waiting list	Financial assistance (Agri-Food) Organizational assistance Administrative assistance
Regional or District Farm Women's Seminars	As above	Farm women, rural women in some regions	600	As above
Job Re-Entry	To provide preparation for re-entry into employment	Rural women in Stonewall area	16	Client identification. Project development and marketing Job placement opportunities
Livestock Management course for Women	To provide technical information on beef production	Farm women	50	Organization and advertising of workshop. Arrangement for resource people.
Support of ACC Courses designed for women	To develop skills needed for full participation in the operation of a farm	Farm women	Farm Machinery Operation for Women. 160 women - 0 men	Client identification. Liason with ACC and CEC Client awareness. Facilities arrangement.
Support for Manitoba Women's Institute	To provide educational and leadership training for women. To provide communication with an organized group carrying out project	Women over 18	90 plus locals 1500 membership	Financial assistance Courses, meetings, workshops and written programs.

MANITOBA AGRICULTURE

General Programs Substantially Utilized by Women

Program	Objective	Eligibility	1987/88 Utilization	Assistance Provided by Department
Home Economics	To assist farm and rural families in applying knowledge and skills to improve family lifestyle and well being through optimum use of physical and human resources	Rural families, especially young farm families in financial difficulty and young rural families at risk financially or nutritionally		workshops, courses, individual consultation, counselling, home visits, referrals, printed material, home study material, media
" "	Family Living To maximize family strengths by developing skills in decision making, communication, stress & time management. To identify options to adapt to change. To meet developmental needs of the family.		2392 75% women	"
" "	Family Financial Management To be able to define financial situation, identify alternatives and tasks appropriate to circumstances and family goals. To manage income. To compare cost and options related to purchase of goods and services.		3282 90% women	"

Program	Objective	Eligibility	Utilization	Assistance Provided by Department
" "	Family Resource Management To attain optimum standard of living by developing skills to utilize available resources to meet basic needs food, clothing, shelter and safety. To make family resource management decision based on an assessment of needs, wants and available resources.		2272	"
" "	Nutrition To improve and maintain food habits to attain optimum nutritional status.		7900 95% women	"
Home Study Farm Families '87 - Living Successfully	To provide an educational opportunity to develop decision making skills to identify factors contributing to a healthy livestyle. To develop time management techniques. To develop family cohesiveness.	Young farm families (head of family between 25 & 40 years)	481 families, 75% of registrants women	development of material, coordination with sponsor W.I. and Agri-Food; marketing
Regional Farm Family Seminar	To provide education in farm business management and personal life skills to reduce stress, cope with change and improve decision making skills.	Young farm families	1581 50% women	coordination with sponsor (local group and Agri-Food) arrangements for resource people and facilities
Man. Rural Leadership	To sponsor educational programs for leadership development, eg. Practical Politics, to provide a working knowledge of economic, social and political framework.	Rural and farm families	Practical Politics 18 women, 57 men	coordinating role; arrangements for resource people and facilities; promotion

Program	Objective	Eligibility	Utilization	Assistance Provided by Department
Farm Business Group Program	To provide a 90 hour educational program to improve skills in record keeping, family communication and relationships, decision making and development of farm plans	Young farm couples	123 women, 279 men	development of course and material, delivery of program; on-farm help to aid application
Support for ACC Courses	To provide technical agricultural information. To develop managerial skills for operation of a farm.	Farmers	Farm accounting - 183 women, 90 men Beef production - 13 women, 54 men Machinery maintenance - 0 women, 21 men Computer application - 324 women, 322 men Grain marketing - 37 women, 336 men Welding - 10 women, 127 men	client identification, liaison with ACC & CEIC. client awareness; facilities arrangement; course material presentation
Support of Agricultural Societies	To provide agricultural and home living programming in rural areas. To show case improved technologies in agriculture and home living. To improve awareness of agriculture in urban areas.	Rural adults - no restrictions	64 Agricultural Societies, 50% plus of membership is women Provincial board: 14 members, 4 women	financial assistance; organizational and administrative assistance
4-H Programs (leaders) 4-H Ambassadors)	To provide training for leaders in personal development and skills development. To provide the opportunity to develop and use skills. To provide career preparation through volunteering and leadership	Rural adults Former 4-H members up to 24 years of age	2200 leaders 60% are women 26 members 75% are female	project development; project material; training programs; travel programs; organizational and administrative support provincially and regionally organizational and administrative support

INVENTORY OF PROGRAMS FOR

WOMEN'S CONSULTATIVE INITIATIVE

DEPARTMENT OF ATTORNEY GENERAL

DEPARTMENT OF THE ATTORNEY GENERAL

PROGRAMS:

Family Division, Court of Queen's Bench

The Family Division, Court of Queen's Bench was established on July 1, 1984 to serve limited areas of Manitoba (Winnipeg, St. Boniface and Selkirk). This Court has exclusive jurisdiction for all family law and child protection matters. Connected to the court is a conciliation service that is operated by the Department of Community Services. This program provides mediation and conciliation services, and conducts court-ordered assessments.

In areas outside of Winnipeg, St. Boniface and Selkirk, family law and child protection matters are dealt with by the Provincial Court and the Court of Queen's Bench (General Division). The Attorney General and the Minister of Community Services have recently announced that the Family Division, Court of Queen's Bench, including Family Conciliation, will be expanded to serve Thompson, The Pas, Flin Flon, Swan River, Dauphin, Minnedosa, Brandon, Portage la Prairie and Morden.

Statistics are available for Winnipeg only. In 1986, a total of 6,355 applications/petitions were filed in the Family Division, Court of Queen's Bench, of which 3,118 were petitions for divorce. In the same year, 2,235 divorces were granted by this Court. (More detailed statistics are presented in Justice in Manitoba: Key Indicators, 1987, pp. 56-59)

Family Law Branch

In 1981, a Family Law Unit staffed by one lawyer, was established within Civil Legal Services. In 1985 this Unit was separated from Civil Legal Services and established as a Branch. The Family Law Branch is responsible for developing, implementing and promoting family law policy and practices, and provides legal assistance in relation to the administration of family law in the courts. Today the Branch is staffed by 4 lawyers and 2 articling students.

The Department's Annual Report provides information on the activities of this Branch.

Human Rights Commission

The Manitoba Human Rights Commission is the agency responsible for implementing the provisions of *The Human Rights Code*. The Commission is authorized by *The Code* to investigate and conciliate complaints, to carry out educational activities, and issue advisory opinions.

In 1987, the Government of Manitoba introduced new human rights legislation which significantly improves both the protections and the administrative structure for dealing with complaints, bringing Manitoba's legislation to the forefront of human rights law in Canada. One of the most significant features of the new legislation is its expressed paramountcy over all other Acts of the Legislature (in the absence of specific provisions to the contrary). This removes any confusion which results from conflicts between statutes. *The Code* contains several other provisions intended to strengthen and clarify existing protections. There are now specific prohibitions against systemic discrimination, failure to reasonably

accommodate special needs, harassment, and discrimination based on pregnancy and other gender-determined characteristics as well as sexual orientation.

The Human Rights Code prohibits discrimination on the grounds of ancestry, nationality, ethnic background, religion, age, sex (including pregnancy), gender-determined characteristics, sexual orientation, marital or family status, source of income, political belief, or physical or mental disability. Discrimination based on any group factors, when the differential treatment is without reasonable cause, is also prohibited.

In 1987 the Human Rights Commission had 4,369 contacts, of which 302 resulted in a complaint being filed. This represented a 25% increase over the previous year. The most common grounds on which complaints of discrimination are filed include: race/colour (18%), national/ethnic origin (16%), physical handicap (13%), mental handicap (13%) and age (9%). The majority of complaints relate to employment (58%).

More detailed information on the Commission and statistical information can be found in its Annual Report.

Legal Aid Manitoba

In 1972, Legal Aid Manitoba was established as an independent agency to provide legal services for those who could not afford to pay for them. Clients are provided legal services in all serious criminal and most civil matters. These services are provided by staff lawyers and private bar lawyers. There are over 800 private bar lawyers enrolled on Legal Aid's panels and clients are able to chose a lawyer from these panels if they wish. Legal Aid also has an outreach program which includes working with senior citizens, youth, low income groups, and other organizations.

Legal Aid has a staff of 90, including 30 full-time lawyers, and operates from 10 offices throughout the province. In 1986/87 Legal Aid issued 22,900 certificates to applicants/clients. This represented a 12.6% increase from 1985/86. In total, over 64,000 Manitobans were served by Legal Aid in 1986/87.

Of the 20,332 certificates that were issued to adults in 1986/87, 32 percent (6,604) were in relation of civil matters. Of these civil matters, 68 percent (4,506) pertained to matters of custody, divorce or separation. Detailed statistics are presented in Legal Aid's Annual Report.

In total, the majority of Legal Aid's clients are men. This is related to the amount of criminal work handled by Legal Aid; men are more likely than women to be charged for criminal offenses. Women tend to require legal services for family law matters. The Main Street Community Legal Services Office in Winnipeg handles primarily civil and domestic cases, and a preponderance of clients of this Office are women.

Maintenance Enforcement Program

In 1980, Manitoba was the first province to implement a program to provide for the automatic enforcement of maintenance orders. The Maintenance Enforcement Program provides computerized monitoring, automatic enforcement of payments of maintenance for children, spouses or common-law spouses that are ordered by the court, and free legal representation in court for a person seeking to enforce a maintenance order.

In 1986, the Maintenance Enforcement Program handled a total of 12,262 accounts and collected $13,901,000 in payments. More detailed statistical information can be found in

Justice in Manitoba: Key Indicators, 1987. (Descriptive information on the program can be found in a brochure prepared by the Department and in the publication Family Law in Manitoba 1985)

Paralegal Project

Legal Aid Manitoba is operating a pilot project in Northern Manitoba that involves two paralegals, based in Thompson, providing paralegal services to four reserves: God's Lake Narrows, Cross Lake, Norway House and Shamattawa. The overall goal of the project is to test a delivery model design to improve access to legal services in remote northern and rural Manitoba communities. One of the objectives of the project is to "assist in upgrading access to legal services in the administrative, civil and domestic law fields".

This project, which is currently being evaluated, is a 2 year pilot project that commenced in the Fall, 1987.

Victim Impact Statement Project

The Victim Impact Statement Project was established in January 1986, as a 18 month pilot project, to develop a program for introducing victim impact statements to the court. The Victim Impact Worker becomes involved following the accused person's first court appearance. The Worker will contact the victim to explain the program and, providing the victim agrees, an interview is arranged. Following a finding of guilt and prior to sentencing, the Worker provides the court participants (judge, crown counsel and defence counsel) with a document describing the effects of the crime on the victim.

During the first two years of operation, 1,043 victims were referred to the project, resulting in the preparation of 364 victim impact statements.

The position of Victim Impact Worker is currently vacant. Funding for this position has been requested in the 89/90 budget.

Victim/Witness Assistance Program

The Victim/Witness Assistance Program provides a support service to victims of crime and those who are subpoenaed to serve as witnesses.

Services are provided through a reception centre in the New Law Courts Building. This centre is staffed by one full-time Witness Worker, and by volunteers. The role of this centre is to advise witnesses of court procedures,appearance times, and cancellations, to provide assistance with court attendance, information on the criminal justice system, and to provide interpreters when necessary.

The Victim/Witness Assistance Program receives approximately 1200 calls per month, of which approximately 300 require follow-up.

Victims Assistance Committee

The Justice for Victims of Crime Act , passed on January 1, 1987, includes three major features: a declaration of principles, the creation of a Victims Assistance Committee and the creation of a victim's assistance fund. Financial resources for the Fund are generated through the imposition of a 12% surcharge on fines for provincial statute offences (or a surcharge of $25 when a disposition other than a fine is imposed). The Victims Assistance Committee is responsible for reviewing proposals and making recommendations as to how the Fund should be allocated. Section 15 of the *Act* provides that the fund should be allocated for:

(a) promotion and delivery of victims services;
(b) research into victims services, needs and concerns;
(c) distribution of information respecting victims services, needs and concerns;
(d) remuneration of members of the committee for their services and for reimbursement of reasonable expenses incurred on behalf of the committee; and
(e) any other purpose the Lieutenant Governor in Council considers necessary for carrying out the purposes and promoting the principles set out in this Act.

To date the Victims Assistance Committee has provided grants to the following:

Age & Opportunity Older Victim Services

Thompson Crisis Centre - Victim/Witness Advocacy Program

Family Survivors of Homicide - Consulting & Evaluation of Family Survivors of Homicide

Victim Services, Winnipeg Police Department

Mediation Services - mediation between young offenders and victims

Community Legal Education Association -
Victims Legal Reference Manual
"Feeling Yes, Feeling No" - child sexual abuse project

North East Winnipeg Family & Child Extended Social Services (NEW FACESS) - for a Coordinator of Treatment Support Services as part of a child sexual abuse project.

Manitoba Society of Seniors, Inc. - Victim's information and public awareness booklet on elder abuse

Main Street Project, Inc. - Victim Assistance Project

Women's Post Treatment Project - individual and group therapy for women who have had treatment for addiction and whose full recovery is blocked by the unresolved trauma of childhood sexual victimization.

Further information on the Victim Assistance Committee is presented in their First Annual Report, 1988.

INVENTORY OF PROGRAMS FOR

WOMEN'S CONSULTATIVE INITIATIVE

COMMUNITY SERVICES

DEPARTMENT OF COMMUNITY SERVICES

The Department of Community Services provides and/or funds a range of social services to Manitobans. Some of these services are targetted for women specifically. However, in most instances, the services are available to any person or family who demonstrate need. Because of the "family" nature of many social services, it is assumed that women are either directly or indirectly impacted by most program categories of the Department of Community Services.

In addition to the direct delivery of a broad range of programs, the Department of Community Services funds a large number of external agencies to deliver specific mandated services (eg. child welfare) and many voluntary social programs.

The following is a listing of the Department's major program areas. Five programs (*) which have a most discernable impact on women are described in more detail. Additional information on all programs can be made available upon request.

PROGRAMS OF THE DEPARTMENT OF COMMUNITY SERVICES

Vital Statistics
Residential Care Licensing
Vocational Rehabilitation
Adult Day Programs
Residential Services for the Mentally Handicapped
Manitoba Developmental Centre
Emergency Social Services
Child and Family Support
- Foster Care
- Residential Care for Children
- Native Services
- Adoption
* - Expectant and Single Parent Services
- Child Abuse
- Seven Oaks Centre

*Child Day Care
Children's Special Services
Family Dispute
* - Family Violence
* - Family Conciliation
* - Access Assistance
* - Women's Resource Centres

SERVICES TO EXPECTANT AND SINGLE PARENTS

In 1986, there were 1,501 infants born to adolescent parents, of which 565 infants were born to women under the age of 18 years. Approximately 234 were married and 150 infants were placed for adoption through agency placements or private arrangements.

Services to expectant and single parents who are minors are mandatory and part of the continuum of support services to families. The minor single parent experiencing an unplanned or problem pregnancy is often in crisis and needs early, well-informed, responsive and supportive counselling and services to assist in the decision-making process and in obtaining appropriate resources. By nature of their age, the pregnant and parenting adolescent may be at risk, both as an adolescent and as a parent. However, with appropriate supports, their risk status may be significantly decreased.

The services to expectant and adolescent parents delivered or funded by the Department of Community Services include:

1. Counselling services - individual and group, depending on the situation/ needs.

   These services are provided through 8 Child and Family Service Agencies:

   - Northwest Child and Family Services
   - Child and Family Services of Central Winnipeg
   - Child and Family Services of Winnipeg West
   - North East Winnipeg Family and Child Extended Social Services
   - Child and Family Services of Eastern Manitoba
   - Winnipeg South Child and Family Services
   - Child and Family Services of Western Manitoba
   - Child and Family Services of Central Manitoba

   5 Native Child and Family Service Agencies:

   - Awasis Agency of Northern Manitoba
   - Dakota Ojibway Child and Family Services
   - South East Child and Family Services
   - West Region Child and Family Services
   - Anishinaabe Child and Family Services

   5 Regional Offices of Health and Community Services:

   - Parklands
   - Eastman
   - Interlake
   - Norman
   - Thompson

2. Resources

a) Residential services are provided through Villa Rosa and Lindenview during the pre-natal and post-natal period and include individual and family counselling, education, medical, day services, parenting skill building, child care and after-care service.

b) Resources for Adolescent Parents (R.A.P.) focuses on the needs of potentially at risk single parents who wish to develop their vocational skills, parenting skills and developmental skills. These young parents tend to lack family supports, are isolated and have life-styles that include drug and alcohol abuse, physical and sexual abuse, the abusive relationships with boyfriends. The program has been developed through Children's Home of Winnipeg.

c) Young Parents Community Centre focuses on providing support to young parents who require respite, counselling and occasional day care to deal with their needs as parents.

A number of Parent-Child Resource Centres have been developed through a the initiative of Child and Family Services agencies that focus on supporting the parenting and child care needs of young parents and their children.

d) Special needs day care - provided through Family Services of Winnipeg and funded through Day Care to address the needs of single parents whose needs include family support as part of the provision of day care services.

e) Homemaker and family support services are provided through the child and family services system and external agencies to provide in-home supports respecting child care and the teaching of parenting skills. This is an expanding area of service.

The following programs are also noted as they form part of the services spectrum available to this target population. They are however, funded by other jurisdictions.

The Winnipeg School Division #1 has developed and expanded two educational facilities for pregnant and parenting adolescents:

i) Point Douglas High School - individualized junior and high school curriculum including care for infants up to 4 months as part of the overall supportive services.

ii) Program for Parents and Infant Development (P.A.P.I.D.) provides similar curriculum plus infant care and development for mothers with children 4 months - 2 years.

iii) A school health curriculum with particular focus on adolescent pregnancy and parenting has been developed in Thompson.

Moms and Babes - 2 year demonstration project, developed by child and family services agencies and schools in the core area and co-ordinated and delivered through Mount Carmel Clinic, that addresses the need for co-ordination of services in order to enable and support the pregnant adolescent and parent to remain at school.

MANITOBA CHILD DAY CARE

BACKGROUND

Manitoba Child Day Care began in 1974 to encourage the establishment of day care centres and homes throughout Manitoba, and to provide financial and consultative assistance to non-profit day care centres and family day care homes.

In 1983, The Community Child Day Care Standards Act was proclaimed establishing uniform and comprehensive licensing standards for day care throughout Manitoba. The Act was subsequently amended in 1985 and 1986.

TYPES OF CARE

1. Full time day care centres provide care to preschool children for more than 4 continuous hours per day and 3 or more days per week to more than 5 children all of whom are less than 6 years of age, or to more than 3 children all of whom are less than 2 years of age.

2. Nursery schools provide care to preschool children for 4 or less continuous hours per day, or for more than 4 continuous hours per day and less than 3 days per week. (Size specifications same as full time care.)

3. School age day care centres provide care to more than 8 school age children and may also provide care to children enrolled in kindergarten

4. Occasional day care centres provide care to children on an intermittent basis up to a maximum of 8 hours per child per week.

5. Family day care homes provide care in the home of the person providing care to a group of not more than 8 children, including the children of the provider, of whom not more than 5 are less tan 6 years of age and not more than 3 are less than 2 years of age.

6. Group day care homes provide care in the home of one of the persons providing care to a group of not more than 12 children, including the children of the providers, of whom not more than 3 are less than 2 years of age.

7. Private home day care provides care to not more than 4 children, including the children of the provider, of whom not more than 3 are less than 2 years of age. This licence is optional.

CHILD DAY CARE

DAY CARE CENTRES AND HOMES

TYPE OF CENTRE	DAY CARE CENTRES						DAY CARE HOMES							
		NUMBER OF SPACES BY TYPE OF CARE					GROUP DAY CARE HOMES		FAMILY DAY CARE HOME		PRIVATE HOME DAY CARE		TOTAL	
	NO. OF CENTRES	FULL TIME PRESCHOOL	NURSERY - SCHOOL	SCHOOL AGE	OCCASIONAL DAY CARE	TOTAL SPACES	# Homes	# Spaces	# Homes	# Spaces	# Homes	# Spaces	#Facilities	# Spaces
PUBLIC	295	5,500	1,842	2,341	0	9,683	2	24	319	1,683	0	0	625	11,408
PRIVATE	184	1,413	2,734	379	26	4,552	7	82	78	422	0	0	269	5,056
TOTAL	479	6,913	4,576	2,720	26	14,235	9	106	397	2,105	0	0	894	16,464

AS OF OCTOBER 31, 1988

PUBLIC DAY CARE CENTRES AND HOMES

REGION	DAY CARE CENTRES					DAY CARE HOMES						TOTAL	
		NUMBER OF SPACES BY TYPE OF CARE				CHILDMINDERS		GROUP DAY CARE HOMES		FAMILY DAY CARE HOMES			
	NO. OF CENTRES	FULL TIME PRESCHOOL	NURSERY SCHOOL	SCHOOL AGE	TOTAL SPACES	#Homes	#Spaces	# Homes	# Spaces	# Homes	# Spaces	#Facilities	# Spaces
WINNIPEG	177	3,816	834	1,998	6,648	9	18	0	0	161	792	347	7,458
WESTMAN	30	294	353	96	743	0	0	0	0	76	453	106	1,196
EASTMAN	22	309	128	90	527	0	0	0	0	11	61	33	588
CENTRAL/ SOUTH/CENTRAL	18	343	128	30	501	0	0	0	0	32	147	50	648
INTERLAKE	16	261	108	0	369	0	0	0	0	21	113	37	482
PARKLANDS	12	144	109	17	270	0	0	0	0	7	48	19	318
NORMAN	7	137	76	0	213	0	0	2	24	5	34	14	271
THOMPSON	13	196	106	110	412	0	0	0	0	6	35	19	447
TOTAL	295	5,500	1,842	2,341	9,683	9	18	2	24	319	1,683	625	11,408

AS OF OCTOBER 31, 1988

CHILD DAY CARE
PRIVATE DAY CARE CENTRES AND HOMES

REGION	DAY CARE CENTRES						DAY CARE HOMES						TOTAL	
		NUMBER OF SPACES BY TYPE OF CARE					GROUP DAY CARE HOMES		FAMILY DAY CARE HOMES		PRIVATE HOME DAY CARE			
	NO. OF CENTRES	FULL TIME PRESCHOOL	NURSERY SCHOOL	SCHOOL AGE	OCCASIONAL DAY CARE	TOTAL SPACES	# Homes	Spaces	# Homes	# Spaces	# Homes	# Spaces	#Facilities	#Spaces
WINNIPEG	116	1,317	1,624	349	26	3,316	7	82	56	299	0	0	179	3,697
WESTMAN	28	80	433	0	0	513	0	0	4	23	0	0	32	536
EASTMAN	8	0	128	0	0	128	0	0	10	53	0	0	18	181
CENTRAL/ SOUTH/CENTRAL	20	0	361	0	0	361	0	0	0	0	0	0	20	361
INTERLAKE	6	0	87	30	0	117	0	0	3	19	0	0	9	152
PARKLANDS	4	16	56	0	0	72	0	0	4	20	0	0	8	76
NORMAN	0	0	0	0	0	0	0	0	0	0	0	0	0	0
THOMPSON	2	0	45	0	0	45	0	0	1	8	0	0	3	53
TOTAL	184	1,413	2,734	379	26	4,552	7	82	78	422	0	0	269	5,056

FAMILY DISPUTE SERVICES Jan./89

BACKGROUND:

Family Dispute Services was created in 1985 to be responsible for the administration, planning and development of programs to ensure the availability of services to families whose lives have been disrupted. In 1985 there were two programs Family Conciliation and Family Violence Programs. In 1986, responsibility for Women's Resource Centres was added to the Branch. In 1989, a fourth program, Access Assistance will be added to the mandate of Family Dispute Services.

1. FAMILY VIOLENCE

Services

(a) Shelters

Shelters are residential facilities that offer emergency accommodation and support services to women who have been abused and to their children. In Manitoba, there are four shelters, Osborne House, (Y.M./Y.W.C.A. of Winnipeg), Westman Women's Shelter (Y.W.C.A. of Brandon), Aurora House (The Pas Committee for Women in Crisis Inc.), and North W.I.N. House (Thompson Crisis Centre Inc.), with a shelter for Native women in Winnipeg anticipated to begin operation in 1989/90.

(b) Fee Waiver Grants

Fee Waivers are small grants given to shelters to offset the costs for those women and children in financial need but who are ineligible for the per diem rates.

(c) Urban Support Programs

In Winnipeg, programs offered by EVOLVE, Ma Mawi Wi Chi Itata Centre, Immigrant Women's Association of Manitoba, and Women's Post Treatment Project are viewed as essential in the development of a continuum of services for families experiencing domestic abuse. These agencies target specific groups, such as women who were victims of sexual abuse, children who have witnessed abuse of a parent, and culturally appropriate counselling and training for immigrant and Native women.

(d) Crisis Line

Crisis lines offer telephone counselling, information and referral to abused women, and affected persons. There are crisis lines throughout Manitoba which provide these services on either a local, regional or provincial basis. Many of these crisis lines operate 24 hours per day.

(e) Second Stage/Transition Housing

Second stage or transition housing provides support and accommodation, for up to one year, to assist the woman in stabilizing her life. Women are particularly vulnerable where housing and other resources are limited and therefore, the period required to make changes is prolonged. Within the residential continuum, second stage or transition housing is viewed as an important component as the ad hoc arrangements with relatives or friends are susceptible to breakdown and increase the chances of a woman returning to the abusive relationship. Women in Second Stage Housing (W.I.S.H.) operates in Winnipeg, and a transition housing facility operates as part of the Thompson Crisis Centre.

RURAL PROGRAM SUPPORT

(f) Satellite/First Stage Housing

Satellite housing units are residential facilities that offer accommodation and support services to abused women and their children. The primary difference between a shelter and a satellite housing unit is occupancy rate and staffing levels. Satellites have fewer bednights and are not required to be staffed on a 24 hour basis.

(g) Crisis Offices

Crisis offices operate out of a separate building to provide short term crisis services, counselling, public education, referral and advocacy.

(h) Committees

Programs within rural and remote communities began with small committees of women providing volunteer services to abused women and their children. Committees provide public education, network with larger wife abuse agencies, and offer advocacy, referral and transportation services to women within their region or community.

(i) Safe Homes

Safe Homes are residential accommodations in a family home that offer safe refuge for abused women and their children. Although crisis offices and committees are essentially non-residential services, they may use safe homes. Satellite housing facilities use them also.

Note:

Currently family violence services are funded through three departments: Housing, Employment Services and Economic Security and Community Services. The Department of Housing often assists in the purchase, renovation and maintenance of a facility. Employment Services and Economic Security, under the Social Allowances Act, allocates per diem rates, on behalf of eligible women and their children, to the shelter, satellite housing unit, or safe home. Community Services provides non-residential grants for crisis counselling, advocacy, and public education. In addition, Community Services provides fee waiver grants to shelters to cover the cost of women who are not eligible for the per diem rate.

The following tables list the number of clients using the facilities in a given fiscal year.

SHELTERS:

	1986/87	1987/88
Walk-ins	1,098	2,437
Crisis Line	3,341	12,475
Women and Children	2,274	2,708
Bednights	11,595	14,070

Walk-ins up 121.9%
Crisis line up 273.4%
Bednights up 21.3%

SATELLITE HOUSING:

	1986/87	1987/88
Walk-ins	2,997	2,239
Crisis Line	9,338	17,063
Women and Children	581	1,337
Bednights	1,227	3,589

Crisis line up 82.7%
Bednights up 192.5%

CRISIS OFFICES:

	1986/87	1987/88
Walk-ins	49	416
Crisis Line	239	810
Women and Children	94	94
Bednights	180	286

Walk-ins up 748.6%
Calls up 238.9% .9%
Bednights up 58.9% .9%

(j) WOMEN'S ADVOCACY PROGRAM

A 1984 study, The New Directive and the Judicial Processing of Wife Abuse identified two major concerns:

1. High stay and dismissal rates were seen to be a result of victim reluctance to testify. Date from the first year the Directive was issued indicated over 40% of cases were lost due to victims reluctance to testify. This fact identified the need for greater support, information and options for victims.

2. A lack of appropriate sentencing options identified the need for increased abuser counselling capacities within the social services system and greater judicial awareness of such counselling programs and their impact.

A number of program and research initiatives were implemented to assess and expand the counselling capacities within the social service system. In addition the need was identified for a specific program to provide liaison between the criminal justice system and the social service system and to coordinate the regulatory and supportive interventions of the two systems. The Women's Advocacy Program was developed to meet this need.

The development of this program was a result of close collaboration and consultation with the Provincial Attorney-General's Department and the Winnipeg Police Department.

The Women's Advocacy Program currently operates in Winnipeg only. The program has 3 staff: a Crown Liaison, a counsellor, and a counsellor/educator. The approach is multi-disciplinary and the staff have a combined expertise in law, sociology and social work.

The following tables provide information on the caseload of the Women's Advocacy Program and on the number of persons charged with spousal assault in Manitoba.

CASELOAD OF THE WOMEN'S ADVOCACY PROGRAM
AT THE WINNIPEG PUBLIC SAFETY BUILDING
1986 - 1987

	Total No. Cases Identified	Letter Contact Only	Mail and/or Phone Contact	In Person Interview/ Counselling	Unable to Contact/Case Resolved
1987	868	370	175	275	48
1986	604*	224	83	243	54

+ 10 months only

NUMBER OF PERSONS CHARGED WITH (SPOUSAL) ASSAULT
IN MANITOBA - 1984 TO 1987

	WINNIPEG		RCMP MANITOBA		
Year	No. of Offenders	% Males	No. of Offenders	% Males	Total
1984	640	98%	699	92%	1,339
1985	859	95%	793	95%	1,652
1986	957	95%	629	95%	1,586
1987	922	94%	698	94%	1,620
Total	3,378	95%	2,819	94%	6,197

2. FAMILY CONCILIATION

Services

A. Conciliation Counselling

Conciliation Counselling Service is short term, goal-oriented counselling for individuals, couples and families. It is aimed at helping people make decisions about the break-down and re-organization of the family. It may deal with issues related to decisions of separation or divorce, assistance in facilitating access to children and problems with regard to court orders. It does not provide for long term marital or family therapy. People may be referred to other agencies for services such as legal advice, long term individual/family counselling or marriage counselling.

B. Information and Referral

This is an identified service for clients who are uncertain about which agency can best meet their needs. It assists clients to identify the problems they are encountering and to discuss alternate methods and services which may be appropriate. A referral will be made to a resource which is suitable to meet the needs identified (eg. legal advise, marriage counselling) and which the Family Conciliation program does not offer.

C. Mediation

Mediation is a structured process within which an objective third party (the mediator) acts as a facilitator with parents, to assist in identifying the ongoing parenting issues in dispute, to negotiate and to arrive at an effective agreement which is in the best interests of the whole family. This includes child related issues such as time sharing involvement in activities, decision making and parental rights and responsibilities. The first step in mediation is explaining the process, its significance and the alternatives. The parents' commitment to the process is then elicited and the importance of co-operation is stressed. The next step is the determination of the issues for each parent. The negotiating phase is one of eliciting options and discussing the viability of these from both the parents' and children's point of view. The successful outcome will be a written parenting plan.

There are four sub-goals:

1) Re-structuring the marital relationship so that it can function effectively after divorce in continued parenting.
2) Re-structuring the parent-child relationship to best meet the needs of each family member.
3) Creating a model of communication and problem solving that will help family members in future dealings.
4) Facilitating the adjustment to divorce.

D. Court-Ordered Assessment Reports

This is a process of gathering information and formulating a professional opinion regarding the issues based on the best interests of the children. This assessment may be necessary when parents or other primary care givers cannot agree on arrangements regarding the responsibility areas of custody and access. The court may request a report from Family Conciliation to assist in making its decisions.

The assessment will include interviews with the primary care givers and children as well as relevant collateral contacts and involves a combination of home and office interviews. The end result is a written report with clear recommendations. The report is submitted to court, distributed to counsel and may or may not be used at a subsequent trial. The counsellor, as a family investigator, may be called to give evidence as a witness.

E. Children's Workshop

The Children's Workshop is designed to provide a direct service to children of separated parents. Its objective is several-fold:

1) Children are given knowledge with which to expand their perspective of the reorganization of their families.
2) Normalization occurs as children discover others their age who are undergoing similar experiences.
3) Children receive recognition and support for their role in the family.
4) Children participate in developing creative, workable approaches and solutions to a variety of situations and issues which are applicable in their own family.
5) Additional resources are supplied for the children to take home and share with other family members.

The Workshop content is designed to address the developmental stage of between 9 and 12 years of age and the accompanying responses to separation. A maximum number of 10 and minimum of 4 participants has proved to be conducive to the most effective group process.

The following tables provide information on the service profile, referral source and mediation outcomes.

FAMILY CONCILIATION
SERVICES PROFILE - 1987 (CALENDAR YEAR)

	TOTAL NUMBER OF FAMILIES SERVED	
	Winnipeg	Brandon
Information and Referral	160	1
Conciliation Counselling	216	5
Mediation	647	35
Court Ordered Assesments	135	26
Parent Seminar	531	n/a
Children's Workshop	71	n/a

Information and referral cases are primarily single contact.

+ Brandon Data is April to December 1987 only.

FAMILY CONCILIATION
REFERRAL SOURCES
1987 (CALENDAR YEAR)

REFERRAL SOURCE	WINNIPEG	BRANDON
Court	29%	47%
Lawyer	22%	51%
Self	43%	2%
Other	6%	0%
TOTAL	100%	100%

FAMILY CONCILIATION
MEDIATION OUTCOMES - 1987 (CALENDAR YEAR)

	CASES			
	WINNIPEG		BRANDON	
Agreement	166	46%	9	41%
Partial Agreement	82	22%	1	5%
No Agreement Reached	107	30%	10	45%
Reconciled	7	2%	2	9%
TOTAL	362		22	

3. Access Assistance Program

The Access Assistance Program is designed to deal with the problems of access involving parents and children after separation and divorce with a strong social services component and a primary focus on the best interests of the child. The program will be a joint undertaking by the provincial Dept. of Community Services and the Attorney General's Dept. with federal funding from the Dept. of Justice. It is scheduled to commence in the 1989/90 fiscal year.

The program will consist of a social services component and a legal component. The social services portion is the intake phase and deals with attempting to resolve the problems informally by developing an appropriate case plan which may encompass a wide range of options, including voluntary confidential mediation and/or access supervision. The legal component of the program will function as a last resort upon referral from the social services component. It will involve providing legal services for either the custodial or access parent under specified conditions.

A counsellor with the program will do a preliminary assessment to identify problem areas and potential benefits and risks of access to the children. Confidential, voluntary mediation will be offered to both parents to work out the problem. Where mediation does not work and detailed rights of access exist in a court order, the Access Program Coordinator will assess the case to determine the nature of the problem and its impact on the children.

The Program Coordinator will try to work out a plan with the parents through an access counselling session. A letter will be sent to the custodial parent who will be invited and encouraged to attend an individual meeting to present their views of the situation. The custodial parent will be advised that they can come with any type of advocate that they choose. Further, if they prefer not to use the services of the program, they will be advised that a referral will be made to the Family Law Branch of the Attorney-General's Department for purposes of considering taking contempt proceedings in Court against them.

Where the custodial parent attends the session and the assessment and plan of action are satisfactory to both parents, the program may remain involved if needed to support implementation of the plan, such as through continued mediation or supervision of access.

If the custodial parent refuses to cooperate with the program or comply with the access order, the Program Coordinator may then refer the matter to the Family Law Branch, which will then consider whether to provide a lawyer to take contempt proceedings.

However, it is very important to note that the access counsellor has discretion not to refer the matter for court action if the counsellor is of the opinion that is is no longer in the child's best interests for the access to take place.

The program will also provide a service for custodial parents to assist in approaching non-custodial parents who are not visiting their children. Further, where appropriate, counsel will be provided for either the custodial or access parent for the purposes of obtaining a Court Order of supervision or a Court Order of reimbursement for any reasonable expenses incurred as a result of either a wrongful denial of access or a failure to exercise the right of access or return of the child as required.

4. WOMEN'S RESOURCE CENTRES

The purpose of Women's Resource Centres is to work with women individually and collectively to improve their quality of life and to advance the status of all women.

The goals of the Centres are:

1) To provide the necessary information, programs, services and training to equip women with the necessary resources to make informed choices and to gain control over their own lives.
2) To advocate for social, economic and political reform and the elimination of barriers to the self-determination and full equality of women.

Standards of Service:

1. Centres will be incorporated, non-profit organizations.

2. Centres will identify and develop programs for the women they will serve.

3. The core services identified are:

   a) Information/resource/referral
   b) Advocacy/counselling
   c) Community education
   d) Community development
   e) Outreach

The extent to which these core services are developed will depend on the priorized needs of the women they serve based on the allocated resources.

4. Centres will develop mechanism for the input of members, volunteers and staff in setting policy direction and the planning of programs.

5. The Centres will demonstrate fiscal accountability by providing annual reports and audited financial statements to Government.

6. Core funding from Government will be used in support of the staffing costs; benefits; office and administrative expenses related to the Centre's identified core programs.

   This funding arrangement does not preclude the development and delivery of other programs and services utilizing funding from other sources.

7. Each centre will develop standards to ensure "confidentiality of information" and "access of information" procedures.

8. Each centre will develop a program plan to ensure implementation of the program standards.

The following tables outline the services currently provided by the two Centres and the clients using each service.

FORT GARRY WOMEN'S RESOURCE CENTRE		
	1986/87	1987/88 +
Information/Resource	1,858	2,200
Drop-in	297	340
Active/Ongoing	49	50
Consultations	115	80
Presentations/Workshops	5	3
Outreach (Sessions)	(13) 114	(10) 50
Special Events (Sessions)	(17) 480	(15) 250

+ Estimated Full Year

NORTH END WOMEN'S CENTRE		
	1986/87	1987/88 +
Drop-In	453	881
Clothing Club	3,511	4,348
Parenting	46	54
Support Groups	45	54
Workshops	149	110
Special Events	156	111
Outreach	289	359

+ 10 months

INVENTORY OF PROGRAMS FOR

WOMEN'S CONSULTATIVE INITIATIVE

CULTURE, HERITAGE & RECREATION

INVENTORY OF PROGRAMS FOR WOMEN'S CONSULTATIVE INITIATIVE

MANITOBA CULTURE, HERITAGE AND RECREATION

The clients of Manitoba Culture, Heritage and Recreation are institutions; non-profit, community-based organizations; and the cultural industries. No programs are specifically targetted to women. As a result, statistics on the precise level of participation by women are not available.

The programs listed below are substantially utilized by women in the following ways:

1. Participation in community organizations and community development programs;
2. Consumers of services such as those offered by the public library system;
3. Members of audiences at artistic performances and shows;
4. Performers, artists;
5. Volunteers associated with various programs; and
6. Coordinators of community activities.

Eight branches of the department offer fiscal and/or consultative assistance to these organizations. They are: Cultural Resources, Public Library Services, Historic Resources, Recreation Branch, Regional Services, Provincial Archives of Manitoba, Community Places and Grants Administration.

A. CULTURAL RESOURCES

The Cultural Resources Branch functions to encourage community initiatives which contribute to the development of an indigenous Manitoba culture by:

- Encouraging community initiatives which ensure access of all Manitobans to the study, creation, production, exhibition or publication of works representing Manitoban, Canadian or international culture;
- Assisting initiatives which provide Manitobans with the opportunity to become involved in cultural activities at the community, regional, and provincial levels;
- Enabling the Francophone populations of Manitoba to preserve and develop their culture and language as an official provincial language;
- Supporting initiatives enabling Manitoba's Aboriginal and Metis populations to preserve and develop culture and language; and
- Encouraging initiatives enabling ethnocultural populations to preserve their language and heritage and to participate fully in and contribute to Manitoba's culture and society.

The Cultural Resources Branch offers grants and consultation in the following categories:

i) Ethnocultural Heritage Support
ii) Linguistic Support
iii) Community Cultural Councils
iv) Arts Schools
v) Community Arts Organizations
vi) Annual Events
vii) Festivals
viii) Quebec-Manitoba Accord
ix) Film Manitoba
x) Publisher's Export/Marketing Assistance
xi) Special Initiatives

B. PUBLIC LIBRARY SERVICES

The Public Library Services Branch exists:

- To ensure the development of Manitoba's rural public libraries in accordance with departmental policy and provincial legislation;
- To ensure access to rural public library collections through cataloguing and interlibrary loan services;
- To provide library materials to rural Manitobans through local public libraries or through direct services from Public Library Services; and
- To develop public library services for rural and northern Manitobans by increasing skill levels of public library staff and trustees.

Public Library Services provides three services to improve and support library services:

i) financial support to local municipally controlled libraries;
ii) library services to rural citizens without access to library services;
iii) central special collections, resource sharing and technical service support such as cataloguing, ordering, etc., to local community libraries.

C. HISTORIC RESOURCES

The Historic Resources Branch stimulates heritage awareness at the provincial and community levels and encourages both public and private sectors to identify, protect and interpret the tangible reminders of the past, such as sites, buildings and artifacts, for the benefit and enjoyment of present and future generations.

Grants are provided in the areas of:

i) Architectural History
ii) History
iii) Museums & Heritage Organizations

Consultative services are offered in the areas listed above as well as in:

i) Archaeology
ii) Heritage Education

D. RECREATION BRANCH

The Recreation Branch exists to create an awareness and appreciation of the benefits of involvement in recreation and to strengthen the delivery system which promote and provide the development of recreation opportunities throughout Manitoba.

The Recreation Branch provides grants to:
i) provincial recreation agencies
ii) special initiatives

It also provides leadership training to management volunteers and recreation professionals.

E. REGIONAL SERVICES

Regional Services provides a presence for the department in rural and northern Manitoba, and serves as a local point of contact for its regional client groups. The branch delivers departmental programs, grants and services, and provides community and organizational development assistance through its consultative service. Regional Consultants work from seven offices. The branch administers the Rural Recreation District Grants Program which provides grants to 32 recreation districts across the province.

Services are provided through a decentralized regional delivery system which is able to recognize unique community, district and regional needs and respond appropriately.

F. PROVINCIAL ARCHIVES OF MANITOBA

The Provincial Archives promotes and monitors the sound management of records received, created, preserved and disposed of by the Manitoba government and the Courts. It cooperates with numerous other repositories in Manitoba's growing archival network in acquiring, preserving and making private sector records available.

The Provincial Archives is the lead agency for The Freedom of Information Act. The Provincial Archives of Manitoba provides two grant programs:

i) Oral History Grants
ii) Community Archives Facilities Grants

G. COMMUNITY PLACES PROGRAM

The Community Places Program exists to provide grant assistance to non-profit organizations throughout Manitoba to undertake projects which, when completed, will provide long-term benefits to the community at large.

Community organizations can apply to the Community Places Program for up to 50% of total project costs to a maximum program contribution of $75,000.

Eligible project costs include land and building purchases, wages, material purchases, equipment rentals and design fees. Project sponsors are expected to raise their contribution to project costs from their own sources which can include other program grants. As a guideline, total provincial funding is not to exceed 50% of project costs. Up to half of the project sponsor's contribution can be made up of the combined value of volunteer labour, donated materials and loaned heavy construction equipment.

Eligible project sponsors include non-profit community organizations and recreation associations in Manitoba; however, schools, universities, hospitals, nursing homes, commercial cooperatives, federal, provincial and City of Winnipeg departments and agencies are not.

Eligible projects include the acquisition, construction or renovation of facilities such as day care, facilities for the provision of services to senior citizens and the physically or mentally disabled, community resource centres, library, cultural and museum facilities, recreation facilities (including those owned by municipalities), sports facilities, community parks and ethnocultural community facilities. Projects which are not eligible involve housing and municipal works such as roads, bridges, municipal buildings, sewer and water, etc.

H. GRANTS ADMINISTRATION

Grants Administration is responsible for the administration of a number of project grants available to cultural, heritage and recreation organizations throughout Manitoba. Grant programs include:

i) Public Events Sponsorship
ii) Skills Transfer
iii) Hospitality

I. EXTRADEPARTMENTAL AGENCIES

In addition to direct programming, the department provides funds to a number of extradepartmental agencies to carry out functions related to its mandate. Again, while not a specific target group of these agencies, women occuy a position of prominence in terms of numerical representation as Board members, staff and audience. The agencies include:

i) Le Centre culturel franco-manitobain
ii) Manitoba Arts Council
iii) Manitoba Heritage Council
iv) Manitoba Intercultural Council
v) Manitoba Centennial Centre Corporation
vi) Manitoba Film Classification Board
vii) Manitoba Museum of Man and Nature
viii) Cultural Industries Development Office
ix) Western Manitoba Centennial Auditorium
x) Winnipeg Art Gallery
xi) Manitoba Heritage Conservation Service

INVENTORY OF PROGRAMS FOR

WOMEN'S CONSULTATIVE INITIATIVE

MANITOBA EDUCATION

POST-SECONDARY, ADULT AND CONTINUING EDUCATION

Introduction

The Post-Secondary, Adult and Continuing Education (PACE) Division of Manitoba Education provides training and other education related services for more than 98,000 female and male students. The gender balance in enrolment varies by discipline and by area. In some cases, targeted or affirmative action programs have a higher percentage of female enrolment. In only a few cases are courses and subjects delivered exclusively and specifically for women. The institutions and branches of Manitoba Education which are involved in post-secondary training are as follows.

Service Providers

PACE Division is composed of Assiniboine Community College, Brandon, and the Parkland Campus at Dauphin; Keewatin Community College, The Pas, and regional campuses at Flin Flon and Thompson; Red River Community College, Winnipeg, and regional campuses at Pembina Valley (Winkler), Portage la Prairie, and Selkirk; the Adult and Continuing Education Branch; the Distance Education Technology Branch; the Post Secondary Career Development Branch; the Student Aid Branch; the Student Aid Appeal Board; the International Programs Office; and central branches for administration, finance, and support. PACE is also linked with the Winnipeg Core Area Initiative Employment and Training Program, and the Northern (Limestone) Training Employment Agency.

Services

The community colleges deliver post-secondary education, training, certificate, diploma, upgrading, and continuing education programs to approximately 35,000 students. Females comprise 37.2 percent of community college enrolment in full-time programs and 72.2 percent in part-time programs.

The Adult and Continuing Education (ACE) Branch delivers or supports community-based programs in literacy, basic education, adult special education, English as a Second Language (ESL), and senior education to approximately 20,500 students. Females comprise 53 percent of ESL students.

The Distance Education Technology (DET) Branch, established in 1987, improves access to technological resources and all levels of education from elementary to post-secondary through such programs as Manitoba Educational Television (METV), an audio-teleconferencing network, a computer network (MINET), and the Educational Technology Program. In addition, DET delivers courses of more than five weeks duration to 97 students at the

Manitoba Technical Training Centre, with females comprising 66 percent of enrolment; support to field organized courses for 451 students, with 64 percent female enrolment; correspondence courses to approximately 12,000 students, with 50 percent female enrolment; and GED testing for 2,000 students, with 55 percent female participation.

The Post Secondary Career Development Branch offers 16 different affirmative action ACCESS programs which include personal, financial, and academic supports for more than 2,000 students enrolled in a variety of general, professional, and vocational college and university programs. Females comprise 79 percent of enrolment in Education, Social Work, and Nursing, 32 percent in Medicine, Engineering, and trades, and 53 percent in general college and university programs.

The Student Aid Branch provides a supplemental financial student support service for both female and male students and administers direct financial assistance in the form of loans, bursaries, and grants to approximately 24,500 university, community college, and other post-secondary students. Females comprise 52.5 percent of the student aid population.

The Winnipeg Core Area Initiative Employment and Training Program, in cooperation with other post-secondary institutions, government, and other agencies, offers occupational training, language training for special purposes, employment preparation, upgrading, support programs, information services, and ACCESS programs to meet the needs of 689 clients who are immigrants, refugees, Natives, or eligible residents of the core area. Females comprise 57 percent of enrolment.

The Northern Training and Employment Agency provides training primarily for northern Manitobans to prepare them for employment on the Limestone hydro project. Enrolment in the simulated, community-based, and institutional programs totals 544. Females comprise 10 percent of students in simulated and community based programs, and 40 percent of enrolment in institutional programs.

Programs Specifically Targetted to Women

Manitoba Community Colleges and the six regional centres specifically offer the following programs for women:

Pre-Trades Training for Women

Pre-Technology for Women

Bridging Programs leading to college technology or training programs, employment, and/or apprenticeships

Women in Trades

Entrepreneurial Skills for Women

Employment Orientation for Women

Carpentry for Women

Agricultural Programs, such as Farm Equipment Operation for Women

Computer Training for Women

Data Operator/Word Processing for Immigrant Women

Assertiveness Training

Child Care Training Project, delivered in 14 centres in rural and northern Manitoba, to upgrade the skills of child care workers

Library Program, delivered in 6 centres, to upgrade the skills and qualifications of clerical staff in schools and libraries

The Winnipeg Core Area Initiative, Employment and Training Program delivers the following programs for immigrant women, often in conjunction with the Adult and Continuing Education Branch or Red River Community College:

Advanced English for Professionally Trained Women
English for Telephone Skills
Introduction to Word Processing
Community Typing
English for Medical Purposes
English for Academic Purposes
English for Job Finding Purposes

Programs with 50% or greater female enrolment

Programs	Percentage female enrolment
Assiniboine Community College (ACC)	
Part-time agriculture training	57.1%
Keewatin Community College (KCC)	
Part-time programs in health and personal services, business and administration, technology, and community services	63.0%
Red River Community College (RRCC)	
Part-time programs in health and personal services, business and administration, applied arts, adult upgrading, community services, and teacher education	76.6%
Manitoba Community Colleges, ACC, KCC, and RRCC	
Full-time programs in Health and Personal Services, including nursing, chemical/biological, dental, lab and radiology, and child care	82.8%
Full-time programs in Business/Admin Studies, including secretarial, bookkeeping/accounting, administrative, and sales	58.4%
Part-time programs in adult basic education, including job readiness and language training	54.9%
Part-time Agriculture programs	57.1%
Part-time programs in Health and Personal Services	94.5%
Part-time programs in Business/Admin Studies	53.8%
Part-time programs in Applied Arts	65.5%
Part-time programs in Community Services	77.4%

Adult and Continuing Education (ACE) Branch.....

ESL and literacy..... 53.0%

Outreach Programs:
English in the Workplace..... 55.0%
English at Home..... 60.0%
Community-Based Language Training Programs..... 70.0%

Distance Education Technology Branch.....

Manitoba Technical Training Centre..... 66.0%
Field organized courses..... 64.0%
Correspondence courses..... 50.0%
GED testing..... 55.0%

Post-Secondary Career Development ACCESS programs..... 62.8%
including:
University of Manitoba ACCESS North
Special Pre-Medical Studies
Professional Health (Native Medical Program)
Northern Social Work
Brandon University Northern Teacher Education (BUNTEP)
Red River Community College ACCESS North
Winnipeg Education Centre (teacher training)
Inner City Social Work
University of Manitoba ACCESS South
Inner City Nursing
Community College ACCESS South
Engineering ACCESS (ENGAP)
Access North, Thompson Region
Access North, The Pas Region

Student Aid

Loans, bursaries, and grants..... 52.5%
(14% of the female student aid population are single parents)

Winnipeg Core Area Employment and Training Initiative,
Central Park Learning Centre..... 57.0%
Programs in:
Developmental Services
Human Justice
Clerical Training
Native Community College Instructors
Financial Institutions
Library Clerks
Language Training for Immigrant Women
Emergency Services Personnel

Concerns and Issues

Programs with female under-representation

Community colleges full-time programs

Female enrolment as percentage of total	37.2%

Full-time female enrolment for each college:

Assiniboine Community College.....	39.0%
Keewatin Community College.....	37.0%
Red River Community College.....	36.3%

Full-time female enrolment, by program area:

Adult Basic Upgrading (ABE).....	49.4%
Agriculture.....	41.6%
Applied Arts.....	47.8%
Technology.....	4.9%
Trades.....	6.2%
Apprenticeship.....	0.8%
Teacher Education.....	40.4%

Part-time female enrolment:

Assiniboine Community College.....	39.5%

Northern Training and Employment Agency

Institutional programs.....	40.0%
Simulated and Community based programs.....	10.0%

PACE DIVISION ENROLLMENTS
1987/88

	FULL- TIME			PERCENTILES		PART- TIME			PERCENTILES	
	MALE	FEMALE	TOTAL	MALE	FEMALE	MALE	FEMALE	TOTAL	MALE	FEMALE
TOTAL COLLEGES:										
ABE	878	856	1,734	50.6%	49.4%	83	101	184	45.1%	54.9%
AGRICULTURE	1,087	775	1,862	58.4%	41.6%	3	4	7	42.9%	57.1%
HEALTH & PERSONAL SERVICES	205	984	1,189	17.2%	82.8%	61	1,058	1,119	5.5%	94.5%
BUSINESS/ADMIN. STUDIES	986	1,384	2,370	41.6%	58.4%	55	64	119	46.2%	53.8%
APPLIED ARTS	302	276	578	52.2%	47.8%	19	36	55	34.5%	65.5%
TECHNOLOGY	715	37	752	95.1%	4.9%	80	9	89	89.9%	10.1%
TRADES	1,389	92	1,481	93.8%	6.2%	194	4	198	98.0%	2.0%
APPRENTICESHIP	1,892	15	1,907	99.2%	0.8%	0	0	0	0.0%	0.0%
COMMUNITY SERVICES	20	0	20	100.0%	0.0%	119	407	526	22.6%	77.4%
TEACHER EDUCATION	81	55	136	59.6%	40.4%	46	34	80	57.5%	42.5%
GRAND TOTAL DAY	7,555	4,474	12,029	62.8%	37.2%	660	1,717	2,377	27.8%	72.2%
EVENING	0	0	0			0	0	19,551		
GRAND TOTAL COLLEGES	7,555	4,474	12,029			660	1,717	21,928		
PERCENTILES	62.8%	37.2%				27.8%	72.2%			

TOTAL COLLEGES:					
ABE	961	957	1,918	50.1%	49.9%
AGRICULTURE	1,090	779	1,869	58.3%	41.7%
HEALTH & PERSONAL SERVICES	266	2,042	2,308	11.5%	88.5%
BUSINESS/ADMIN. STUDIES	1,041	1,448	2,489	41.8%	58.2%
APPLIED ARTS	321	312	633	50.7%	49.3%
TECHNOLOGY	795	46	841	94.5%	5.5%
TRADES	1,583	96	1,679	94.3%	5.7%
APPRENTICESHIP	1,892	15	1,907	99.2%	0.8%
COMMUNITY SERVICES	139	407	546	25.5%	74.5%
TEACHER EDUCATION	127	89	216	58.8%	41.2%
GRAND TOTAL DAY	8,215	6,191	14,406	57.0%	43.0%
EVENING	0	0	19,551		
GRAND TOTAL COLLEGES	8,215	6,191	33,957		
PERCENTILES	57.0%	43.0%			

Note 1

Note 1. Day enrollment statistics are incomplete because gender identification is optional.
Total enrollments for 1987/88 are 34,618.

PACE DIVISION ENROLLMENTS
1987/88

	FULL- TIME			PART- TIME			TOTAL ENROLLED		
	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL
ASSINIBOINE COMMUNITY COLLEGE:									
ABE	148	200	348	52	17	69	200	217	417
AGRICULTURE	1,087	775	1,862	3	4	7	1,090	779	1,869
HEALTH & PERSONAL SERVICES	21	134	155	0	30	30	21	164	185
BUSINESS/ADMIN. STUDIES	184	378	562	1	23	24	185	401	586
APPLIED ARTS	30	28	58	0	0	0	30	28	58
TECHNOLOGY	80	5	85	7	0	7	87	5	92
TRADES	389	9	398	52	1	53	441	10	451
APPRENTICESHIP	435	2	437	0	0	0	435	2	437
COMMUNITY SERVICES	20	0	20	0	0	0	20	0	20
TEACHER EDUCATION	7	1	8	0	0	0	7	1	8
TOTAL DAY	2,401	1,532	3,933	115	75	190	2,516	1,607	4,123
EVENING	0	0	0			2,712			2,712
TOTAL ACC	2,401	1,532	3,933	115	75	2,902	2,516	1,607	6,835
PERCENTILES	61.0%	39.0%		60.5%	39.5%		61.0%	39.0%	
KEEWATIN COMMUNITY COLLEGE:									
ABE	40	115	155	9	1	10	49	116	165
AGRICULTURE	0	0	0	0	0	0	0	0	0
HEALTH & PERSONAL SERVICES	58	57	115	3	109	112	61	166	227
BUSINESS/ADMIN. STUDIES	26	94	120	16	24	40	42	118	160
APPLIED ARTS	2	9	11	0	0	0	2	9	11
TECHNOLOGY	86	3	89	40	8	48	126	11	137
TRADES	139	10	149	19	1	20	158	11	169
APPRENTICESHIP	146	4	150	0	0	0	146	4	150
COMMUNITY SERVICES	0	0	0	4	12	16	4	12	16
TEACHER EDUCATION	0	0	0	0	0	0	0	0	0
TOTAL DAY	497	292	789	91	155	246	588	447	1,035
EVENING	0	0	0			702			702
TOTAL KCC	497	292	789	91	155	948	588	447	1,737
PERCENTILES	63.0%	37.0%		37.0%	63.0%		56.8%	43.2%	

PACE DIVISION ENROLLMENTS
1987/88

	FULL- TIME			PART- TIME			TOTAL ENROLLED		
	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL
RED RIVER COMMUNITY COLLEGE:									
ABE	690	541	1,231	22	83	105	712	624	1,336
AGRICULTURE	0	0	0	0	0	0	0	0	0
HEALTH & PERSONAL SERVICES	126	793	919	58	919	977	184	1,712	1,896
BUSINESS/ADMIN. STUDIES	776	912	1,688	38	17	55	814	929	1,743
APPLIED ARTS	270	239	509	19	36	55	289	275	564
TECHNOLOGY	549	29	578	33	1	34	582	30	612
TRADES	861	73	934	123	2	125	984	75	1,059
APPRENTICESHIP	1,311	9	1,320	0	0	0	1,311	9	1,320
COMMUNITY SERVICES	0	0	0	115	395	510	115	395	510
TEACHER EDUCATION	74	54	128	46	34	80	120	88	208
TOTAL DAY	4,657	2,650	7,307	454	1,487	1,941	5,111	4,137	9,248
EVENING	0	0	0			16,137			16,137
TOTAL RRCC	4,657	2,650	7,307	454	1,487	18,078	5,111	4,137	25,385
PERCENTILES	63.7%	36.3%		23.4%	76.6%		55.3%	44.7%	

INVENTORY OF PROGRAMS FOR

WOMEN'S CONSULTATIVE INITIATIVE

EMPLOYMENT SERVICES & ECONOMIC SECURITY

Women's Participation in Manitoba Employment Services and Economic Security Programs 1987/88

Program	% Women	Type of Program*
I. Training and Employment		
1. Human Resources Opportunity Centres	53%	2
2. New Careers - North	60%	2
- South	61%	2
3. Selkirk Training Plant	7%	3
4. Stevenson Aviation Technical Training Centre	6%	3
5. Canada/Manitoba Agreement on Employability Enhancement for Social Assistance Recipients		
5.1 Single Parent Job Access Program	99%	1
5.2 Municipal/Environmental Component	N/A	3 (estimated)
5.3 Job Access for Young Adults	19%	3
5.4 Community Based Employability Enhancement Projects:		
- Disabled Component	41%	3
- Youth Component	36%	3
5.5 Gateway	New Program	2 (expected)
6. Job Training For Tomorrow	51%	2
II. Employment Programs		
1. Volunteers in Public Service	42%	3
2. Manitoba Careerstart 88	46%	2
3. Student Temporary Employment Program	55%	2
4. Summer Employment - Departmental Budgetted	33%	3
5. Northern Youth Corps	36%	3
6. Lake Winnipegosis Employment Opportunities Program	0%	3
III. Income Support and Allowances		
1. Social Allowances Program	60% (approximately; varies month to month)	2
2. Child Related Income Support Program	N/A	2 (estimated)
3. 55 PLUS - A Manitoba Income Supplement	N/A	2 (estimated)
4. Student Social Allowances	44% (approximately; varies month to month)	2/3 (depending on month)

Program	% Women	Type of Program*
IV. Labour Adjustment Programs		
1. Relocation Program	N/A	3 (estimated)
2. Employment Adjustment Program	N/A	3 (estimated)
V. Employment Services		
1. Manitoba Youth Job Centres	39%	3
2. Job Opportunity Service	39%	3
3. Human Resources Opportunity Program	76%	2
4. Northern Employment Support Services	N/A	3 (estimated)
5. Southern Employment Resources Centres	N/A	2 (estimated)
VI. Immigration and Settlement Services		
1. Special Program to Assist Refugees	N/A	4
2. Program Recognition		
- Placements	29%	3
- Counselled	35%	3
3. Immigrant Access Service	45%	2
4. Language Training		
4.1 Institutional Based ESL	50%	2
4.2 English in the Workplace	70%	2
4.3 English at Home	70%	2
4.4 English for Academic Purposes	50%	2
4.5 Community Based Language Training	80%	2
4.6 English As A Second Language	50%	2

N/A: Data Not Available

*Types of Program are:
1 - Specifically Targetted to Women.
2 - Significantly Utilized by Women (45% participation or higher).
3 - Lightly Utilized by Women (under 45% participation).
4 - Data or estimate of Women's participation not available.

Inventory of Women's Participation in Manitoba Employment Services and Economic Security Programs 1987-88 and 1988-89 anticipated

Manitoba Employment Services
and Economic Security
Research and Planning Branch
December 15, 1988

I. Training and Employment Programs

PROGRAM	PROGRAM DESCRIPTION	GENERAL TARGET GROUP DESCRIPTION	ACTUAL PROGRAM OUTPUT 1987-88	PLANNED FUNDING AND SOURCE ($ millions) 1988-89	ANTICIPATED PROGRAM OUTPUT 1988-89
1. Human Resources Opportunity Centres	An in-depth approach to dealing with problems, attitutes and poor work habits exhibited by the target group through controlled work experiences, special vocational, academic and social skills training. There are seven centres located in: Brandon, Gimli, Dauphin, The Pas, Portage la Prairie, Winnipeg and Beausejour.	Persons who demonstrate unusual or particularly complex social and vocational problems and, as a result, have difficulty in attaining and retaining employment. About 75% of persons served are on provincial or municipal social assistance.	1,298 participants; (53% women)	$3.988 50% Federal 50% Provincial cost-shared under the Canada Assistance Plan (CAP).	1,305 participants, (53% women).
2. New Careers	An on-the-job training and education program providing an entry to jobs in the provincial civil service, publicly funded agencies and the private sector. Participants under the program may receive federal assistance under the CJS and DRIE. The program trains unemployed/underemployed /unskilled persons to a level of competency which enables them to obtain positions within the public or private sector of the labour market.	Disadvantaged adults with a history of unemployment and underemployment. A large proportion of clients are single parents, female, and of Native ancestry.	South 137 Trainees; (60% women) North 180 Trainees; (61% women)	South $1.600 North $2.300 Total $3.900 $1.400 Federal under DRIE ($0.500 CJS) $2.500 Provincial	South 183 Trainees; (49% women) North 194 Trainees; (57% women)
3. Selkirk Training Plant	The plant provides an initial 7 week industrial life skills and basic training program followed by 19 weeks of on-the-job training in woodwork and metalwork skills. Products are sold to Manitoba government departments.	Individuals experiencing severe difficulties in obtaining and retaining employment due to lack of skills or experience.	123 Trainees; (7% women)	$1.013 100% Provincial Gross operating budget before recovery of $0.281 in sales to other provincial and federal departments.	115 trainees; (15% women)

I. Training and Employment Programs (continued)

PROGRAM	PROGRAM DESCRIPTION	GENERAL TARGET GROUP DESCRIPTION	ACTUAL PROGRAM OUTPUT 1987-88	PLANNED FUNDING AND SOURCE ($ millions) 1988-89	ANTICIPATED PROGRAM OUTPUT 1988-89
4. Stevenson Aviation Technical Training Centre	A cooperative venture with the aviation industry to provide training and upgrading for employees in the following: 1. Aircraft Mechanics (apprenticeship) 2. Upgrading and endorsement courses for qualified aircraft maintenance engineers 3. Vehicle Simulator training.	Existing employees in the aviation industry requiring training and upgrading, and individuals commencing employment and entering the industry via Apprenticeship training.	79 Trainees; (6% women)	$0.157 $.050 Federal $.107 Provincial under Canadian Jobs Strategy (CJS).	70 Trainees; (29% women)
5. Canada/Manitoba Agreement on Employability Enhancement for Social Assistance Recipients	By way of this two year Agreement, Canada and Manitoba jointly participate in the establishment of initiatives that will assist social assistance recipients to develop a more stable work force attachment. The following initiatives will be undertaken:			$10.400 Federal, Provincial and Municipal jointly funded as noted below.	
5.1 Single Parent Job Access Program	Provides counselling, placement and support to participants placed in pre-employment group programming, skills training, or up to six months on-the-job work experience within private, government or non-profit employer work places. During participation in the group pre-employment sessions, participants remain in receipt of social assistance and receive an incentive allowance. During placement in skills training or work experience, participants receive minimum wage. Throughout the program participants receive necessary costs of child care and initial work related expenses. Upon completion of programming, participants are assisted to enter regular employment or further skills	Single parents in receipt of social assistance.	632 Trainees; (99% women)	$1.500 Federal $1.900 Provincial jointly funded.	757 Trainees; (99% women)

I. Training and Employment Programs (continued)

PROGRAM	PROGRAM DESCRIPTION	GENERAL TARGET GROUP DESCRIPTION	ACTUAL PROGRAM OUTPUT 1987-88	PLANNED FUNDING AND SOURCE ($ millions) 1988-89	ANTICIPATED PROGRAM OUTPUT 1988-89
5.1 Single Parent Job Access Program (continued)	training at a community college or university. The program is delivered Province wide by Human Resources Opportunity Centres				
5.2 Municipal/Environmental Component	Provides employment for social assistance recipients on projects of a general community betterment nature, as well as forestry and environmental improvement projects in smaller remote communities. The Human Resources Opportunity Program provides social supports and employment preparation programming.	Unemployed employable social assistance recipients.	Data Not Available	$0.500 Federal $0.200 Provincial $0.300 Municipal jointly funded.	50 social assistance recipients; (mostly men)
5.3 Job Access for Young Adults	A 40 week program which offers a combination of accredited post-secondary education and work experience with a private sector emploeyr in one of six areas: Commercial Cooking, Autobody Repair, Auto/Diesel Mechanics, General Welding, Industrial Mechanics, or Production Art/Drafting. Counselling support is provided throughout the project to assist participants experiencing difficulties with the adjustment to school and the workplace.	Social assistance recipients, 18 to 24 years of age.	32 participants; (19% women)	$0.303 50% Federal recovery	30 participants; (17% women)
5.4 Community Based Employability Enhancement Projects	Grants to selected private non-profit organizations to provide skills training, educational upgrading, work experience and counselling support to youth 18 to 24 years of age (youth component) and to disabled persons (Disabled component). All clients are dependent on social assistance.	Social assistance recipients who are 18 to 24 years of age; and social assistance recipients who are mentally, emotionally and/or physically disabled.	82 Disabled participants; (41% women) 173 Youth participants; (36% women)	$0.747 Federal $0.747 Provincial jointly funded.	110 Disabled participants; (42% women) 182 Youth participants; (38% women)

I. Training and Employment Programs (continued)

PROGRAM	PROGRAM DESCRIPTION	GENERAL TARGET GROUP DESCRIPTION	ACTUAL PROGRAM OUTPUT 1987-88	PLANNED FUNDING AND SOURCE ($ millions) 1988-89	ANTICIPATED PROGRAM OUTPUT 1988-89
5.5 Gateway	A 30 week training and employment program for social assistance recipients. The program combines 18 weeks of classroom instruction together with 12 weeks of on-the-job training, leading to permanent employment.	Social assistance recipients with representation from single parents, disabled, youth and municipal components. Employers in the business or institutional category who participate in the on-the-job training component.	Program not operated in 1987-88.	$1.000 100% Provincial	110 participants; (50% women)
6. Job Training For Tomorrow	An on-the-job training initiative which focused on the skill development of unemployed Manitobans. The program also emphasized economic development in the Province by providing wage assistance to employers, to encourage the creation of incremental positions. Program training analysts assisted employers in the development of comprehensive training plans designed to meet the needs of individual employees. In addition to the basic program, Job Training for Tomorrow operated a special women's component, as described in 6.1.	Businesses/Institutional organizations and community/non-profit groups; any unemployed Manitoban over 16 years of age. Special consideration was given to employers applying to hire a Special Needs individual, such as social assistance recipients, physically or mentally disabled, immigrants, disadvantaged youth, or visible minorities. Employers were eligible for additional incentives when they hired an employee aged 55 years of over.	Cycle One 3,112 people employed; (51% women)	Cycle Two November 1987 to June 1988. $5.400 wage assistance* *100% Provincial	Cycle Two 2,000 people employed; (51% women)

I. Training and Employment Programs (continued)

PROGRAM	PROGRAM DESCRIPTION	GENERAL TARGET GROUP DESCRIPTION	ACTUAL PROGRAM OUTPUT 1987-88	PLANNED FUNDING AND SOURCE ($ millions) 1988-89	ANTICIPATED PROGRAM OUTPUT 1988-89
6.1 Women in Non-Traditional or Technical Occupations	The Women in Non-Traditional or Technical Occupations component was designed to encourage women to consider working in non-traditional occupations and to encourage employers to create training positions for women in non-traditional occupations.		147 women	Part of Job Training For Tomorrow Allocation	138 women

II. Employment Programs

PROGRAM	PROGRAM DESCRIPTION	GENERAL TARGET GROUP DESCRIPTION	ACTUAL PROGRAM OUTPUT 1987-88	PLANNED FUNDING AND SOURCE ($ millions) 1988-89	ANTICIPATED PROGRAM OUTPUT 1988-89
1. Volunteers in Public Service	Provides consultation and assistance to government departments, agencies and branches wishing to develop volunteer programs or improve existing volunteer services; coordinates activities related to volunteer involvement in the public service; and develops volunteer placements in government services for any interested Winnipeggers.	Placement activities; youth, students (post secondary and secondary), unemployed, disabled, visible minorities. Consultation activities; provincial government departments/branches/ agencies.	Placement of 84 volunteers; (42% women)	$0.106 100% Provincial	Placement of 85 volunteers; (53% women)
2. Manitoba Careerstart'88	A program designed to create additional summer jobs for Manitoba's students and unemployed youth 16-24 years of age through wage assistance grants to eligible employers.	Employers: Business, community/non-profit organizations, and institutional organizations are eligible to apply. Employees: Full-time students 16 years of age and over; unemployed youth 16-24 years of age.	5096 students /youth; (46% women)	$5.861 100% Provincial	4,800 students /youth; (50% women)
3. Student Temporary Employment Program (S.T.E.P.)	This program funds salaries of students employed for the summer within provincial government organizations. Positions approved under this program are primarily of a project nature and fulfill a need to carry out unique short-term projects which in turn provide a career-related work experience for students.	Students enrolled in secondary and post-secondary education/training.	481 students (including replacements); (55% women)	$1.100 100% Provincial	465 students (including replacements); (55% women)

II. Employment Programs (continued)

PROGRAM	PROGRAM DESCRIPTION	GENERAL TARGET GROUP DESCRIPTION	ACTUAL PROGRAM OUTPUT 1987-88	PLANNED FUNDING AND SOURCE ($ millions) 1988-89	ANTICIPATED PROGRAM OUTPUT 1988-89
4. Summer Employment - Departmental/Budgeted	Provincial government organizations have funds for summer hiring. Students hired into these short term, seasonal positions must be referred by the Job Opportunity Service of the Employment Development and Youth Services Branch.	Students enrolled in secondary and post-secondary education/ training.	1,021 jobs; (33% women)	100% Provincial Included in individual departmental budgets.	1,100 jobs; (38% women)
5. Northern Youth Corps	Creation of employment opportunities for unemployed youth throughout Northern Manitoba during the summer. It offers youth the opportunity to gain a meaningful work experience on projects of a community improvement nature.	Northern youth, including students enrolled in post-secondary education and training.	545 jobs; employing 788 students/youth; (36% women)	$0.679 60% Federal 40% Provincial under Northern Development Agreement (NDA).	520 jobs; employing 752 students/ youth; (36% women)
6. Lake Winnipegosis Employment Opportunities Program	Interim employment for fishermen who were affected by a three year closure of the Lake Winnipegosis Fall commerical fishing industry.	Fishermen on Lake Winnipegosis.	44 participants; (0% women)	$0.145 100% Provincial	44 participants; (0% women)

III. Income Support and Allowances

PROGRAM	PROGRAM DESCRIPTION	GENERAL TARGET GROUP DESCRIPTION	ACTUAL PROGRAM OUTPUT 1987-88	PLANNED FUNDING AND SOURCE ($ millions) 1988-89	ANTICIPATED PROGRAM OUTPUT 1988-89
1. Social Allowances Program	Provides essential financial assistance to cover the cost of basic necessities, including food, clothing, personal needs, household supplies, shelter, utilities/fuel and special needs.	Persons in financial need.	23,285 cases per month; (approximately 60% of total individuals assisted are women)	$150,390.0	24,100 cases per month; (approximately 60% of total individuals assisted are women)
2. Child Related Income Support Program	Provides a monthly financial supplement to assist those low income families, who are most in need of assistance, with the cost of raising children.	Low income families who are supporting one or more children under 18 years of age.	9,700 cases; (% women not available, but many cases are female lone parent families)	$7,077.4	9,700 cases (% women not available but many cases are female lone parent families)
3. 55 PLUS - A Manitoba Income Supplement	Provides a quarterly income supplement to low income Manitobans over 55 years of age.	Low income Manitobans over 55 years of age.	25,911 cases; (% women not available)	$9,983.7	26,800 cases; (% women not available)

III. Income Support and Allowances (continued)

PROGRAM	PROGRAM DESCRIPTION	GENERAL TARGET GROUP DESCRIPTION	ACTUAL PROGRAM OUTPUT 1987-88	PLANNED FUNDING AND SOURCE ($ millions) 1988-89	ANTICIPATED PROGRAM OUTPUT 1988-89
4. Student Social Allowances	Provides social allowances supplement to adult students in need who are enrolled in approved under-graduate academic or technical vocational training.	Students who do not meet eligibility for other existing financial programs or students whose basic needs exceed the resources available through other programs (i.e., Student Aid, Loans and Bursaries, C.E.I.C.). Predominantly adult high school and upgrading students and/or long term social assistance recipients who become students.	Approximately 2,700 to 2,800 annually; (about 44% women).	$5.220* *Winnipeg includes students on Mothers' Allowance and Disability Allowance. Payments are also made in rural areas but expenditure is contained in the overall social allowance budget. 50% Federal 50% Provincial cost shared under Canada Assistance Plan.	Approximately 2,700 to 2,800 annually; (about 44% women).

IV. Labour Adjustment Programs

PROGRAM	PROGRAM DESCRIPTION	GENERAL TARGET GROUP DESCRIPTION	ACTUAL PROGRAM OUTPUT 1987-88	PLANNED FUNDING AND SOURCE ($ millions) 1988-89	ANTICIPATED PROGRAM OUTPUT 1988-89
1. Relocation Program	Offers counselling and financial assistance in relocating Northern residents from remote communities where employment is unavailable, to centres where they can take avantage of employment and training opportunities. One specific area in which assistance is currently being provided is to individuals employed at the Limestone Hydro Project. In addition, ongoing support is also provided as necessary during the period subsequent to relocation.	Northern residents experiencing difficulties in obtaining and retaining employment in their home localities.	Relocate 249 clients and family members; (% women not available but would be low)	Included in Northern Employment Support Services budget. 60% Federal 40% Provincial	Relocate 150 clients and family members; (% women not available but would be low)
2. Employment Adjustment Program	The program works cooperatively with labour, business and other government programs to provide consultative and financial assistance in employment adjustment situations, including: 1. Layoff or closures; 2. Market expansion; and 3. Technological change in conjunction with either layoffs or expansion, or where the effect is industry-wide. In most cases, the cost of activites undertaken are shared with other federal or provincial programs and with the businesses and unions affected.	Workplaces and workers affected by labour adjustment situations.	582 individuals assisted with training on and off the job; (% women not available, but would be low)	$0.675 100% Provincial	880 individuals assisted with training on and off the job; (% women not available, but would be low)

V. Employment Service Programs

PROGRAM	PROGRAM DESCRIPTION	GENERAL TARGET GROUP DESCRIPTION	ACTUAL PROGRAM OUTPUT 1987-88	PLANNED FUNDING AND SOURCE ($ millions) 1988-89	ANTICIPATED PROGRAM OUTPUT 1988-89
1. Manitoba Youth Job Centres Program	This program works in cooperation with the Canada Employment Centres and assists in the establishment of 44 summer job centres in Winnipeg, rural and northern Manitoba. These centres place youth in jobs primarily with the private sector during the summer giving them the opportunity to obtain work experience, to learn job search techniques, to earn a salary and to fullfill employment needs of the community.	Secondary and post-secondary students and youth 16-24 years of age.	12,933 placements, including Manitoba Careerstart'87 referrals; (39% women)	$0.177 100% Provincial	13,500 placements, including Manitoba Careerstart'88 referrals; (36% women)
2. Job Opportunity Service	Provides a centralized job referral and placement function for all summer positions within provincial government organizations, as well as summer and year-round positions within provincial government programs (e.g., Manitoba Careerstart and Job Training for Tomorrow). Eligible individuals include university, community college and high school students and unemployed Manitobans. Assistance is also provided to unemployed Manitobans in job search preparation.	Secondary and post-secondary students, youth (age 16-24), and unemployed Manitobans.	2,041 unemployed Manitobans asisted with job search information, plus 9,180 students/youth registered for summer employment; (39% women)	100% Provincial Part of administrative budget of Employment Development and Youth Services.	1,500 unemployed Manitobans assisted with job search information, plus 8,500 students/youth registered for summer employment; (46% women)
3. Human Resources Opportunity Program	Assists individuals and/or families in assessing their needs and capabilities to identify realistic vocational goals and appropriate resources to achieve their goals. Provides counselling and placement into training, work experience and employment, relocation and follow-up services.	Persons, who because of environmental, cultural or occupational handicaps, require assistance for entry or re-entry into the labour force, and are/could be dependent on public assistance.	3,085 clients served; (76% women)	$1.400 100% Provincial Total program cost includes financial assistance to clients.	3,463 clients served; (78% women)

V. Employment Service Programs (continued)

PROGRAM	PROGRAM DESCRIPTION	GENERAL TARGET GROUP DESCRIPTION	ACTUAL PROGRAM OUTPUT 1987-88	PLANNED FUNDING AND SOURCE ($ millions) 1988-89	ANTICIPATED PROGRAM OUTPUT 1988-89
4. Northern Employment Support Services	A delivery mechanism for budgetary programs administered by the Department of Employment Services and Economic Security in northern Manitoba providing recruitment, training, referral services and counselling, as well as the coordination of departmental information.	Unemployed, employment disadvantaged, students, persons wishing to enter or re-enter the labour market.	Reflected in output of programs delivered, e.g., Northern Youth Corps, Careerstart	$1.600 60% Federal 40% Provincial under Northern Development Agreement (NDA).	Reflected in output of programs delivered, e.g., Northern Youth Corps, Careerstart
5. Southern Employment Resource Centres	A delivery mechanism for departmental programs in southern Manitoba. It provides training, employment and job creation, as well as coordination of departmental information.	Unemployed, employment disadvantaged, students, persons wishing to enter or re-enter the labour market.	Reflected in output of programs delivered, e.g., Job Training for Tomorrow, Careerstart	$0.718 100% Provincial	Reflected in output of programs delivered, e.g., Job Training for Tomorrow, Careerstart

VI. Immigration and Settlement Services

PROGRAM	PROGRAM DESCRIPTION	GENERAL TARGET GROUP DESCRIPTION	ACTUAL PROGRAM OUTPUT 1987-88	PLANNED FUNDING AND SOURCE ($ millions) 1988-89	ANTICIPATED PROGRAM OUTPUT 1988-89
1. Special Program to Assist Refugees	Administered by Immigration and Settlement Branch, this program aides private groups to sponsor and assist in the settlement of refugees with special adjustment problems.	Refugees with special needs.	Resettlement of 57 special needs refugees; (% women not available)	Part of Immigration and Settlement Branch budget.	Resettlement of 50 special needs refugees (% women not available)
2. Program Recognition	Provides wage assistance to employers so that immigrants with non-Canadian professional or technical training will have an opportunity to gain Canadian work experience.	Immigrants with non-Canadian professional/technical training.	17 placements; (29% women) 480 counselled; (35% women)	$0.121 for employer wage subsidy grants.	10-14 placements (50% women) approximately 400 counselled, (38% women)
3. Immigrant Access Service	Multilingual, cross-cultural counselling for immigrants to help them gain access to social services; community development and cross-cultural education.	Immigrants and immigrant families.	637 registered clients; (45% women)	Part of Immigration and Settlement Branch budget.	500-600 registered clients; (45% to 50% women)
4. Institutional Based ESL (English as a Second Language for Adults)	Joint responsibility with Manitoba Education; support for a variety of day and evening full and part-time student programs for general use ESL including special needs students.	Adult immigrants.	3,500 enrollment (50% women)	$1.108 (exclusive of R.R.C.C.) 50% of direct language training recoverable from Secretary of State.	3,500 enrollment (50% women)

VI. Immigration and Settlement Services (continued)

PROGRAM	PROGRAM DESCRIPTION	GENERAL TARGET GROUP DESCRIPTION	ACTUAL PROGRAM OUTPUT 1987-88	PLANNED FUNDING AND SOURCE ($ millions) 1988-89	ANTICIPATED PROGRAM OUTPUT 1988-89
5. English in the Workplace	Joint responsibility with Manitoba Education; tailor-made language training delivered in the public and private manufacturing and service sectors for immigrants experiencing language barriers in their workplaces.	Adult immigrants.	120 enrollment; (70% women)	$0.031 100% Provincial	135 enrollment; (70% women)
6. English at Home (EAH)	Joint responsibility with Manitoba Education; language training through the mail and over the telephone for housebound, shift workers, and disabled immigrants.	Adult immigrants.	100 enrollment; (70% women)	$0.019 50% of salaries and 100% of textbook costs are recoverable from the Federal Secretary of State under Citizenship Instruction and language Textbook Agreements.	110 enrollment; (70% women)
7. English for Academic Purposes	Joint responsibility with Manitoba Education; english language training at the intermediate and advanced level designated to upgrade English skills of immigrants so that they can proceed with other post-secondary education.	Adult immigrants or recent Canadians.	15 students, (50% women)	Part of community colleges budgets.	15 students; (50% women)

VI. Immigration and Settlement Services (continued)

PROGRAM	PROGRAM DESCRIPTION	GENERAL TARGET GROUP DESCRIPTION	ACTUAL PROGRAM OUTPUT 1987-88	PLANNED FUNDING AND SOURCE ($ millions) 1988-89	ANTICIPATED PROGRAM OUTPUT 1988-89
8. Community Based Language Programming	Joint responsibility with Manitoba Education; community based ESL programs for non-confident/isolated trainees in non-institutional settings. Includes student supports (babysitting and transportation) where appropriate.	Immigrant women and seniors not in the labour market.	500 enrollment, (80% women)	$0.022 50% of salaries and 100% of textbook costs are recoverable from the Federal Secretary of State under Citizenship Instruction and Language Textbook Agreements.	500 enrollment; (80% women)
9. English as a Second Language (ESL)	Joint responsibility with Manitoba Education; ESL training at basic, intermediate and advanced levels. Significant employment preparation component including resume preparation.	Adult immigrants.	350 students; (50% women)	$0.530 Part of Community College budget at A.C.C. 50% of salaries and 100% of textbook costs are recoverable from the Federal Secretary of State under Citizenship Instruction and Language Textbook Agreements.	350 students; (50% women)

INVENTORY OF PROGRAMS FOR

WOMEN'S CONSULTATIVE INITIATIVE

MANITOBA HEALTH

MATERNAL CHILD HEALTH PROGRAM

MANITOBA HEALTH

COMMUNITY HEALTH SERVICES DIVISION

The Community Health Programs of Manitoba Health are not, with very few exceptions, specifically developed for women as the targeted service group. Some programs are, however, heavily utilized by females as the service consumer, or by females on behalf of a family member e.g. child. The data collection system does not generally allow for any breakdown by gender of the statistics of the generic programs of Community Health Service Division.

1. Programs specifically for women:

   CERVICAL CANCER SCREENING PROGRAM

   The goal of the program is to reduce the mortality and morbidity associated with cervical cancer to the lowest possible rate by promoting Pap test screening and by establishing a screening registry. On the average, 200,000 Pap tests are done annually; however, this does not necessarily translate as 200,000 individual females having annual Pap tests.

   COMMUNITY-BASED MANAGEMENT OF PREGNANCY INDUCED HYPERTENSION

   The purpose of this program is to provide an alternative to hospitalization for women with mild to moderate hypertension of pregnancy. The program currently is available only to women scheduled for delivery at St. Boniface General Hospital and who reside in urban Winnipeg. In 1987/88, 64 women received 704 service days.

2. Other programs:

   REPRODUCTIVE HEALTH PROMOTION PROGRAM

   This program provides family planning supplies at no charge to females and males who cannot access other sources of supplies and are at risk of unintended pregnancy. Expenditures for this program in 1987/88 were $123,900.00.

FACTS OF LIFE LINE

This is a province-wide toll free phone information service which provides information on a range of reproductive/sexuality topics. The service is delivered by Planned Parenthood under a grant. In 1987/88 two-thirds of the calls to the information line were from females.

PRENATAL EDUCATION PROGRAM

This program provides prenatal education, in either class or 1:1 format, to pregnant women/couples. Classes specifically for single women are available.

POSTPARTUM FOLLOW-UP PROGRAM

This program provides public health nursing contact, via home visit and/or phone, with postpartum women/ families following discharge from hospital.

ALCOHOLISM FOUNDATION OF MANITOBA

1. Programs specifically for women:

TREATMENT MODULES

Treatment modules, on topics such as fitness, sexuality are available in both the residential and non-residential treatment programs

SUPPORT GROUPS POST-TREATMENT

MENTAL HEALTH SERVICES DIVISION

In Mental Health Division there are at present no programs specifically targeted towards women. Institutional and community-based services are equally available to both sexes.

INVENTORY OF PROGRAMS FOR

WOMEN'S CONSULTATIVE INITIATIVE

DEPARTMENT OF HOUSING

MANITOBA HOUSING

PROGRAMS BENEFITING WOMEN

I - Programs Targeted to Women and Their Families

A - Crisis Shelters for Abused Women

Since the latter 70's, Manitoba Housing has been actively involved in acquiring, renovating/retrofitting structures for occupancy and use by Crisis Services organizations. To date, seven facilities have resulted, located in both larger and smaller urban settings.

Support from the Department relates to assumption of all capital and operating (housing related) costs with either no rent or minimal rent being charged back to the non-profit operator.

Development of Crisis Shelters is done in tandem with operational support from the Departments of Community Services and of Economic Security.

Most recent/pending developments in this program area are;

1. A new, larger facility for Osborne House, Winnipeg whereas the present structure is no longer appropriate to the programmatic/service provisions needs of the YM-YW/Osborne House organization. Occupancy of the replacement facility is targeted for Spring 1989.

2. Development of a shelter targeted to and operated by Native Women in Winnipeg.

B - Second Stage Housing

There are, to date, three instances of Departmental support to this residential option;

1. Women in Second Stage Housing, Winnipeg, whereby a portion of a public housing block has been dedicated to providing transitional shelter and support services to selected households

2. Thompson Second Stage Housing, whereby a portion of the Thompson Crisis Shelter, owned and supported by Manitoba Housing, is offering longer term tenancies to women/households exiting from the crisis units.

3. Portage la Prairie Second Stage Housing, whereby the Portage Housing Authority (Public Housing) has designated specific units to the Portage Women's Shelter to be used to house women and their families for periods beyond that which can be offered in a Safe Home.

II - Programs Where Women Comprise > 50% of Clients

A - Public Housing

Women, whether older adult or household head of smaller single parent families, comprise the substantial majority of tenancies in the some 20,000 units of publicly owned/supported housing in the Province. Occupancy by women in both the elderly and family stock is 60 to 80% depending on project.

This trend will continue as reflected in present demand for public units whereby close to 70% of applicants are women (household head) of which 80% are in a "single,non-married" status. The majority of these single women providers with children head 1 to 2 children households where these children are mostly < 9 years old.

Design of Social/Public housing has taken the environmental needs of sole-support women and their children into account in terms of interior and exterior amenity space provision as well as dedication of project space for child Day Care operations under the auspices of community based non-profit sponsors.

B - Shelter Allowance Programs

Women, elderly or single parent, comprise the majority of the 6,000 lower income households receiving rent allowance checks to ease rent burdens experienced in the private housing market.

C - Private Non-Profit/Co-op Housing Programs

Non-Profit/Co-operative housing sponsor groups can avail themselves of federally and provincially financed assistance programs to undertake rental housing projects for a variety of constituent groups. Such generic programs can be "moulded" to correspond to the particular organizational/social objectives of women's organizations desiring to create shelter options with a feminist perspective.

As example, a housing Co-op conceived and controlled by Native women has recently received provincial and federal support for the development of a multiple unit project. Planning by and for women of such non-profit initiatives remains to be more substantially exercised.

III - Action Plan Considerations

A Background Paper on Housing (1987) prepared by the Canadian Advisory Council on the Status of Women concluded:

> the philosophy, eligibility criteria, and direction of social housing programs are slow to take into account changes in the make-up of the Canadian family and the situation of women at different stages of life. Women must therefore be very closely involved in the development of social housing programs, since they are the main users.

The Manitoba experience has reflected a quicker response to women's needs than as implied by the Council's finding.

However, a reevaluation of women's involvement in the definition of management strategies and special requirements of existing social housing tenants, the majority of whom are women, may be in order.

A more pro-active involvement by women as individuals or in an organizational sense must be encouraged in the non-profit/Co-op housing sector whereby such resources are better targeted to and controlled by women and their dependents.

Expansion of shelter options for victims of Family Violence is a priority in Manitoba. More work is necessary however in defining ways in which women who leave crisis facilities can more expediently locate second stage or long term shelter, with or without psycho-social supports, in public or private sector housing.

INVENTORY OF PROGRAMS FOR

WOMEN'S CONSULTATIVE INITIATIVE

DEPARTMENT OF INDUSTRY, TRADE & TOURISM

INDUSTRY, TRADE & TOURISM
INVENTORY PROGRAM & SERVICES

A) Programs and Services Tragetted for Women:

ENTREPRENEURIAL - INITIATIVES FOR WOMEN, to assist and promote women's entrepreneurial development and to provide liaison between business women, organizations, and Provincial programs and services.

B) PROGRAMS & SERVICES WHERE WOMEN ARE LESS THAN 50% OF THE PARTICIPANTS

HEALTH INDUSTRY DEVELOPMENT INITIATIVE, to make Manitoba a unique and leading health industry centre in Canada and to establish a new industrial sector.

RURAL BUSINESS DEVELOPMENT, to ensure accessibility to government services related to business deveelopment and to provide means for regions to communicate economic priorities of rural business communities.

TOURISM DEVELOPMENT/TRAVEL MANITOBA, to develop products and services that will be major, unique tourist attractions in Manitoba.

FINANCIAL PROGRAMS, provides financial support, equity or incentives to companies that are involved in manufacturing, processing, research or commercial development of technological ideas.

INFOTECH MANITOBA, to stimulate economic development and long term job creation by delivering programs to develop the informatics industry in Manitoba.

BUSINESS RESOURCE CENTRE, provides general business information, the Business Library, and consulting services.

INVESTMENT PROMOTION BRANCH, promotes and supports industrial development by attracting investment from outside Manitoba.

SECTORAL DEVELOPMENT BRANCH, encourages economic development in specific manufacturing and related service sectors. Provides consultation and assistance to potential investors.

TRADE BRANCH, offers potential exporters consulting services, export education and information, trade representatives in Rotterdam and Hong Kong and the Trade Assistance Program.

INDUSTRIAL TECHNOLOGY BRANCH, promotes technology in the province by providing analytical, advising and support services on matters related to science, research and development and technology in addition to planning and delivering technology related initiatives.

THE MANITOBA RESEARCH COUNCIL, (an agency of the province) through its 2 operating division assists industry in the development and implementation of technology.

INVENTORY OF PROGRAMS FOR

WOMEN'S CONSULTATIVE INITIATIVE

MANITOBA LABOUR

PAY EQUITY

BACKGROUND

The authority to implement Pay Equity falls under The Pay Equity Act and is based on the principle that women performing jobs of equal or comparable value to the jobs performed by men in the same organization are entitled to the same pay. Pay Equity is also based on the belief that in the past, many jobs have been underpaid, not because they are less valuable, but because they are held by women. Pay Equity examines a pay plan to determine if there is any gender bias in the organization's compensation practices and if so, wage adjustments are negotiated to eliminate this bias.

COVERAGE AND ACTION TO DATE

Phase I of the implementation applied to the Manitoba Civil Service. The joint management/labour negotiating team selected a job evaluation system and identified the gender-dominated job classes to be included in the review. A total of 50 female dominated classes (representing 5,400 employees or 60% of the females in the civil service) and 147 male dominated classes (comprised of 5,600 employees) were selected.

Approximately 5,000 civil service employees working in female dominated classes have received wage adjustments (about 52% of all female employees) beginning in September 1987 as well as 408 males working in traditionally female jobs. The wage adjustments range up to $3.27 per hour with the average increase being $1.87 and will continue for four years (approximately 15% over four years).

Also, the coverage of the Act extends to 20 crown entities, 23 hospitals and 40 universities. These organizations employ approximately 38,000 employees of which 54% are in female dominated classes. These organizations have until September 30, 1988 to complete their job evaluations and identify the wage adjustments to the various female dominated job classes. Agreements are to be held by October 31, 1988, with the Pay Equity Bureau. All agreements will be reviewed by the Bureau.

CONSULTATIONS

The Pay Equity Bureau is presently involved in a series of consultations with key players in the public and private sectors. A series of meetings are being held during December with labour and management groups to discuss a wide variety of implementation issues. A discussion paper dealing with key implementation issues has been prepared and circulated to key players. After input has been received from these groups as well as input from those organizations currently involved in Pay Equity implementation, a report will be submitted to the Minister of Labour. Options for future actions will be developed and will incorporate information received.

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December , 1988

APPRENTICESHIP TRAINING - WOMEN'S INITIATIVES

Canada Employment and Immigration and Apprenticeship are planning a number of thrusts in 1989 to improve the information available to women concerning the Apprenticeship Trades. This includes presentations to schools and parent teacher associations; the development of videos on areas such as Women and Apprenticeship, Women in Construction, and Sexual Harassment; the preparation of posters, brochures, buttons and improved regulations; and providing improved information to locations which are frequented by women to improve the profile of Apprenticeship.

EQUITY IN APPRENTICESHIP - MANITOBA

1989 - 90

ACTIVITY CATEGORY	SPECIFIC ACTIVITY	LEAD RESPONSIBILITY	TIME FRAMES	PROJECTED RESULTS
1. Information	Establish a competition vis-a-vis "Apprenticeship & the Arts". The competition open to various media entrants, Eg. written photographic poster, vignettes, videos, scripts etc.	Joint Fed-Prov funding for prizes & recreation for winners.	Competition notices June 1989 winners and awards by December 31/89	Increases awareness through arts facilities and media exposure re. equity in apprentice training and a pool of usable materials for promotion purposes.
	Pamphlets and posters being developed for schools, agencies, industry, describing all apprenticeable trades. This will consist of 3 posters and 3 pamphlets.	Provincial Apprenticeship Branch.	Jan. 1989 - Sept. 1989.	Increased participation due to information provided.
2. Access	A) Supply B) Demand. Establish an inventory of employers interested in hiring equity target group members as apprentices, also an inventory of potential apprentices, fed into a common data bank.	Joint Fed-Prov participation in determining process to be followed, and data input, output mode.	By Dec. 31, 1989.	An inventory of employers & clients for matching and referral process, resulting in increased participation.
	Articulation of the course content of vocational schools and community colleges with apprenticeship programs	Provincial Apprenticeship Branch.	Fiscal year 1989-90.	Improved access due to time and credits being allocated to 1st year apprentices. Improve hiring potential as time and credits will be certified.

EQUITY IN APPRENTICESHIP - MANITOBA

1989 - 90

ACTIVITY CATEGORY	SPECIFIC ACTIVITY	LEAD RESPONSIBILITY	TIME FRAMES	PROJECTED RESULTS
3. Training	To develop a pilot project for northern native apprentices to overcome employment barriers due to gaps in academic and work experience.	CEIC & Apprenticeship Branch	Jan. 1989 - March 1989 development phase. Fiscal year 1989-90 implementation.	Increases employment opportunities by improved success ratio for level testing.
	Provide financial incentive to employers to hire equity group members lacking work experience through applying ISJ for first 3 months. During which time the employer would assess and if trainees suitable indenture during or at the end of 3 months.	CEIC	Effective April 1, 1989	To increase number of indentured apprentices from target group participants.
	Implement training programs geared to overcoming academic shortcomings that impede entrance into identured trades, by integrating shop math, shop sciences and communications skills into or preparatory to classroom training	CEIC & Apprenticeship Branch	Fiscal year 1989-90	To enhance the opportunities of target group clients to participate in training programs that are structured to meet their needs. Thereby increasing the opportunities of success & apprenticeship participation.

EQUITY IN APPRENTICESHIP - MANITOBA

1989 - 90

ACTIVITY CATEGORY	SPECIFIC ACTIVITY	LEAD RESPONSIBILITY	TIME FRAMES	PROJECTED RESULTS
4. Placement	To develop a manual for use by schools and CEC staff which outlines academic and apptitude prerequisites, job duties, skills, environment, advancement, etc.	Provincial Apprenticeship Branch	Fiscal year 1989-90 development phase. Fiscal year 1989-90 implementation.	Target groups can better self select on information given and counselling assistance

EQUITY IN APPRENTICESHIP - MANITOBA

1989 - 90

ACTIVITY CATEGORY	SPECIFIC ACTIVITY	LEAD RESPONSIBILITY	TIME FRAMES	PROJECTED RESULTS
5. Support	Proposing females for Trade Advisory Committees.	Provincial Apprenticeship Branch	Fiscal year 1989-90	Gender free curricular, pool of speakers (female), identify barriers, lead to support committee.
	Innovations proposal for pre-entry assessment & testing to determine cultural, language, academic barriers and aptitudal appropriateness	Apprenticeship Branch & CEIC input	Fiscal year 1989-90 proposal. Fiscal year 1990-91 Pilot project.	Improved entry ratio of target group members and improved success.

INVENTORY OF PROGRAMS FOR

WOMEN'S CONSULTATIVE INITIATIVE

NATIVE AFFAIRS SECRETARIAT

INVENTORY OF PROGRAM/INITIATIVES FOR WOMEN

Programs/Initiatives	Description
Northern Affairs:	
Agreements Management and Coordination	This division of Northern Affairs is responsible for overall management, coordination and administration of the following program areas: ***Canada/Manitoba Northern Development Agreement** A federal/provincial agreement to implement specified programs within four specific sectors in northern Manitoba: economic development, human development, community improvement, management and consultation. ***Canada/Manitoba Special ARDA Agreement** A federal/provincial cost-shared economic development program designed to support Native economic initiatives and to augment the means whereby the target group can find, create or maintain worthwhile income and employment opportunities. ***Northern Flood Agreement** This program directs the delivery of required services to the 5 affected communities in accordance with Manitoba's contractual obligations under the Northern Flood Agreement. ***Development Services** This program is responsible for the planning, development, coordination and delivery of specific community development activities within the Northern Affairs jurisdiction. As well, it provides support to the regional offices by acting as a liaison between branches within the department, other departments and agencies, and other levels of government.

Manitoba Community Places Program

This program is designed to provide grant funding to encourage community organizations to undertake capital projects providing long term benefits and contribute to the quality of life. The Program will also generate immediate employment.

Project activities, sponsored by non-profit community groups, may include:

- day care facilities
- facilities for provision of services to senior citizens and the physically or mentally disabled
- community resource centres
- library, cultural and museum facilities
- recreation facilities
- sports facilities
- community parks
- ethnocultural community facilities.

Local Government Services	The division services the municipal requirements of 54 northern and remote communities falling under the jurisdiction of The Northern Affairs Act. The services are categorized as local government support and public works.
Native Affairs Secretariat	The Secretariat functions as the focal point for intragovernmental development of Native issues and for contact with the Native community. One service portfolio is designated for Native women's issues.

*Service is targeted to the community at large and is provided on a status-blind basis, i.e. open to both men and women. No data available on women's participation rate.

INVENTORY OF PROGRAMS FOR

WOMEN'S CONSULTATIVE INITIATIVE

SENIORS' DIRECTORATE

SENIORS' DIRECTORATE

The Senior's Directorate does not directly deliver programs or services. The Senior's Directorate provides for a coordinated approach to the planning and delivery of seniors' services across various government departments and provides a central contact point for the public for information dissemination on government programs for seniors.

Target Group

The primary target population of the Seniors' Directorate are persons aged 60 and over (population of 184,866 Senior Manitobans). The secondary target population are the general public and professionals where the need exists for education and consultation.

INVENTORY OF PROGRAMS FOR

WOMEN'S CONSULTATIVE INITIATIVE

URBAN AFFAIRS

DEPARTMENT OF URBAN AFFAIRS

Manitoba Urban Affairs does not provide direct services or programs. The Department does, however, coordinate the Province's involvement in three tripartite initiatives with the Government of Canada and the City of Winnipeg: North Portage Redevelopment, Forks Renewal and the Winnipeg Core Area Initiative (CAI).

1) North Portage Redevelopment

In December, 1983 the three governments signed an agreement creating the North Portage Development Corporation (NPDC). NPDC's objective is to address the physical and social decline in the North Portage area of downtown Winnipeg. The three governments have committed $22 million each to NPDC under the agreement.

Women have benefited from an affirmative action requirement under the NPDC Agreement. It ensures that all contracts and agreements entered into by NPDC include provisions, to the maximum extent possible, for the employment and training of disadvantaged persons (i.e. Native persons, disabled persons, income security recipients and recent immigrants). Urban Affairs monitors progress with respect to this requirement.

2) Forks Renewal

In July, 1987 Canada, Manitoba and Winnipeg signed an agreement creating the Forks Renewal Corporation (FRC). The FRC's objective is to bring about a major redevelopment of the lands at the forks of the Red and Assiniboine Rivers, which have heretofore been occupied by the CN East Yards. Public funding for FRC has been sourced from the first CAI Agreement ($650,000) and the Renewed CAI Agreement ($20 million).

The FRC Agreement also contains an affirmative action requirement which can be expected to benefit women. The agreement requires that FRC use its best efforts to ensure all programs and projects are implemented in a manner that will, to the maximum extent possible, provide employment opportunities for core area disadvantaged persons. Contracts and arrangements entered into by FRC are to contain provisions ensuring this policy is implemented. Urban Affairs monitors progress with respect to this requirement.

3) Core Area Initiative

The three levels of government signed a second five-year CAI Agreement in 1986, to run to March 31, 1991. CAI is a multi-faceted redevelopment program to respond to the physical, economic and social decline of Winnipeg's inner city. Each government is contributing 1/3 of the total $100 million commitment to the program.

The Renewed CAI Agreement and its individual programs also contain an affirmative action requirement with respect to employment opportunities resulting from the agreement. It targets core area residents who are long-term unemployed, under-employed or new entrants or re-entrants to the labour force. Women are specifically cited as one of the groups within this larger grouping to receive particular attention. Urban Affairs monitors the progress in implementing the CAI affirmative action requirement.

There are also several individual CAI programs of particular relevance to women because of their focus:

- 1.2 Entrepreneurial Support: $2,000,000 Budget

  The purpose of this program is to provide developmental support and financial resources to entrepreneurs in developing business oppportunities in the core area. The program is specifically targetted to residents of the core area who experience barriers to full participation in economic opportunities. This population includes individuals or groups (i.e. community development corporations, co-operatives etc.) who lack skills in establishing businesses and who lack access to capital or conventional financing.

- 6.2 Neighbourhood Services: $3,000,000 Budget

  The purpose of this program is to provide financial assistance and resources to support the activities and development of targetted high needs neighbourhoods in the core area. It provides financial resources to initiatives to enhance the delivery of community services within designated neighbourhoods immediately north and south of the C.P. Rail Yards. Eligible initiatives include: community development projects, direct services, education, economic development, employment, recreational and health services.

- 6.3 Community Services and Facilities: $6,000,000 Budget

  The purpose of this program is to provide financial resources to support the activities and development of high needs core area populations. The program addresses the physical, social/health and economic requirements and development of these populations. Programming resources are made available to non-profit groups to facilitate their participation in service development opportunities. Capital funding is made available to non-profit organizations to develop or enhance community-owned facilities or to develop a community equity base.

o 9 Employment and Training: $12,000,000 Budget

The purpose of this program is to increase participation by targetted core area residents in employment and training opportunities. Assistance to obtain private sector employment is emphasized. As with the CAI Affirmative Action requirement, the target group for this program includes long-term unemployed, under-employed and new entrants or re-entrants to the labour force, with women cited as a group requiring particular attention. Manitoba Education implements this program.

Note: Additional information on these CAI programs and the projects they have supported can be obtained from the Core Area Initiative Office, 124 King Street, Winnipeg.

February 1, 1989

INVENTORY OF PROGRAMS FOR

WOMEN'S CONSULTATIVE INITIATIVE

MANITOBA WOMEN'S DIRECTORATE

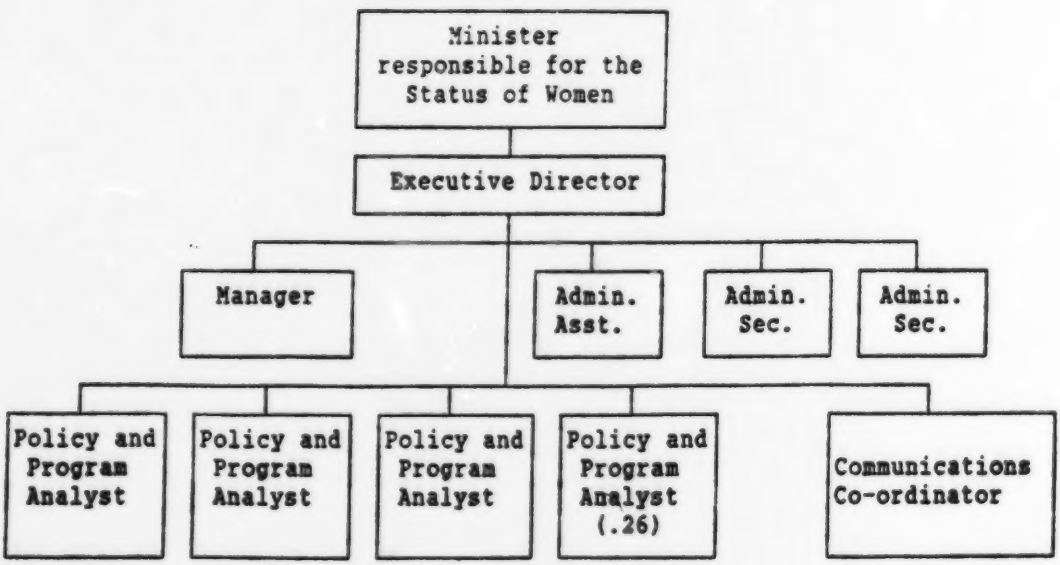
Women's Directorate Program Inventory

The Women's Directorate is the only government agency whose entire mandate and activities are targeted specifically to women. The Directorate consists of one branch which provides three major functions:

1) policy research, analysis and development, co-ordination, and advice to Government,
2) inter-departmental, Federal/Provincial/Territorial, and community relations, and
3) referral, resource, communications.

The Executive Director, Manager and Policy Analysts are responsible for the first two functions. The Communications Coordinator and Administrative Assistant are responsible for the third function. The Administrative Assistant and Administrative Secretaries are responsible for the administrative support functions. All staff are located in the Winnipeg office.

Organization Chart



(Staff Years: 9.26)

TABLE I

Public Communication and Consultation Activities
of the Women`s Directorate 1988

Regular Activities	Coverage	
A. Newsletter	16,000	annually
Fact Sheets	1,000	annually
Information Calls	450	annually
Resource Materials	120	annually
Manitoba Women in Government	1,600	annually
Ministerial Correspondence	150	annually
Total	19,320	

B. Special Events/Initiatives	Participants	Coverage
Women's Initiative	700	3,700
International Women's Day	500	500
Person's Day Dinner	150	150
Interdepartmental Announcements		400
Total	1,350	4,750

In view of the fact that all program activities fall within the first category of the interdepartmental inventory i.e. programs specifically targeted to women, this inventory will be organized according to the three major functions of the Directorate.

I. POLICY RESEARCH AND CO-ORDINATION FUNCTION

In this function, the Directorate staff provide support for the Minister responsible for the Status of Women. Staff co-ordinate research, development and evaluation of Government policies, programs and legislation in order to ensure the enhancement of the status of women in Manitoba. The research and policy activities of the staff help to ensure the responsiveness of government to the concerns of Manitoba women.

A current example of the research and co-ordination function of the Women's Directorate is its responsibility for co-ordinating the Women's Initiative. The Directorate participates on a 4 member consultation team and chairs an interdepartmental internal review committee. The findings of the external consultations and internal review are to be incorporated by the Directorate into the development of a 3 year action plan for the improved co-ordination and delivery of programs and services to Manitoba women.

II. INTERDEPARTMENTAL, FEDERAL/PROVINCIAL/TERRITORIAL AND COMMUNITY RELATIONS

In this function, the Women's Directorate works closely with and participates on federal/provincial/territorial committees and working groups on matters pertaining to the status of women. This involves the preparation of briefing books and discussion papers for: First Ministers' Annual Conferences, and Status of Women Ministers' Annual Conferences, and Status of Women Joint Ministerial Conferences. This year, Manitoba is a lead presenter at the Joint Education and Status of Women Ministers' meeting.

The Directorate is also responsible for the preparation and follow-up for international conferences involving the Status of Women Minister. For example, staff currently provide the annual update to the U.N. End of the Decade on Women conference.

In addition to National and International Ministerial Conferences, there are senior officials' conferences and federal/provincial/territorial working groups on the status of women. Manitoba chaired the Federal/Provincial/Territorial Working Group on Native Women, co-chairs the Joint Education and Status of Women officials' meeting, and was a member of the Federal Family Violence Working Group, the Child Care Working Group and the Federal/Provincial/Territorial Family Symposium.

The Directorate also works closely with and participates on inter-departmental committees to develop policy and program recommendations that will provide equal opportunities for women in Manitoba. These activities involve membership on the following committees:

Federal/Provincial

- Canada-Manitoba Training Agreement Committee
- The Equity Sub-Committee of the Canada-Manitoba Training Agreement Committee
- The Working Group for the Joint Education and Status of Women Ministers' meeting (Feb. 1989)
- The Working Group on Child Care
- The Working Group on Family Violence
- Chair of the Working Group on Native Women
- Facilitated the Inter Provincial Meeting on Entrepreneurial Women (Dec. 1988)

Provincial

- Focus on Education for Women
- Committee to Promote Women in Trades and Non-Traditional Occupations
- Single Parent Job Access Program Advisory Committee
- Interagency Group on Women and Justice (also known as WICL)
- Provincial Committee of Liaison Officers to Provincial Gerontologist
- Workplace Innovation Centre
- Manitoba Women in Government
- Consulting Committee of the Women's Initiative
- Interdepartmental Working Group on Native Women and Economic Development
- Interdepartmental Working Group on Urban Native Strategy Development
- Provincial Interdepartmental Committee on the Core Area Initiative
- Interdepartmental Working Group on Human Rights Education

Community

- Women Managing for Success
- Business and Professional Women's Career Symposium
- Indian Mental Health Sub-Committee of C.M.H.A.
- Community Consultations with Native Women
- Women's Initiative consultations
- Interagency Group on Women and Justice
- Winnipeg Initiative
- Numerous speaking engagements as requested.

III. REFERRAL, RESOURCE AND COMMUNICATION:

The communications activities of the Women's Directorate involve ongoing resource and referral functions, as well as, the organization of special initiatives and special events. These activities and events provide a regular line of communication between the government, the Status of Women Minister and thousands of women in Manitoba.

A. Regular Activities

i. Newsletter

The Women's Directorate publishes a quarterly newsletter highlighting government initiatives in the area of status of women issues. It is mailed free to 4,000 individuals, organizations and government departments throughout the province.

ii. Fact Sheets on Women

To meet its mandate of public education, the Directorate has published a series of fact sheets on various women's issues: Non-traditional Jobs - Job Sharing - Human Rights - Immigrant Women - Native Women - Day Care - In the Labour Force - Pensions - Disabled Women - Family Law - Pensions - Affirmative Action and Pay Equity. The Directorate has distributed 1000 complete kits in 8 months and is currently awaiting 3rd printing on the material.

iii. Information Requests

The Directorate handles an estimated 450 calls per year from people seeking information, government publications, research information and referrals to other departments and agencies.

iv. Resource Materials

The Directorate's resource materials include 37 video tapes, 13 films and 2,000 books, periodicals and government reports which are available and widely used by the public.

v. Manitoba Women in Government

The Manitoba Women in Government (M.W.G.) is an informal organization of women civil servants which utilizes support services of the Directorate. The M.W.G. is a forum for women civil servants to consider issues pertinent to their status.

vi. Ministerial Correspondence

Ministerial correspondence, memorandums and speeches are drafted by Directorate staff as part of their regular duties.

B. Special Events

i. Persons' Day Dinner

The Directorate participates in the organizing of the Annual Persons' Day Dinner - an event co-sponsored by the Premier and Minister responsible for the Status of Women to honour representatives of women's organizations and their achievements. 150 individuals are invited to the dinner.

ii. International Women's Day

The Directorate organizes an annual reception at the Legislative Building to commemorate International Women's Day. 500 people are invited to the reception.

iii. Women's Initiative

A large volume of correspondence and notes have been prepared by Directorate staff inviting Manitoba women to the consultations and following up with notes of the proceedings. All participants will receive a written summary of the workshop/s in which they have participated, as well as a letter from the Chair of the Initiative to thank them for their participation.

iv. Interdepartmental Communications

The Directorate provides consultation to departments undertaking a communication initiative targeted to women. Advice on design and co-operative mail-outs are undertaken with other departments several times a year.